



**Mount Royal Faculty Association
Executive Board Meeting - Minutes
December 18, 2020, 1:30 – 3:30pm (Via Zoom)**

Members Present:

Anupam Das
Carlton Osakwe
D.A. Dirks
Frank Cotae
Heather McLellan

Irene Shankar
Kirk Niergarth
Lee Easton
Maki Motapanyane
Melanie Peacock
Rafik Kurji

Approval of Agenda – Approved as amended (removed FCMC recommendation and replaced with PIA Campaign) – Moved: Frank Cotae and Seconded: D.A. Dirks

Approval of Minutes: December 9, 2020. Moved: Heather McLellan and Seconded: Rafik Kurji.

Business Arising

1. Pandemic Considerations

- a. Faculty on Campus next Semester and Improving Communications on Covid Measures – Update from AWG ([UofC Tracking / UofA Tracking](#))

This matter has been considered by the Academic Working Group, and they have determined that no changes will be made to the level of detail reported regarding covid cases on campus. MRU is very strict in cleaning and closure protocols and contact tracing, and they deem their broad-based communications to be sufficient. They claimed that more detailed communication would not be of benefit and would likely cause unnecessary alarm. Members teaching on campus should be aware that:

- Full time faculty, who have had a choice asking for an exception to deliver in person, should have the right to change back to remote delivery models if they feel it is unsafe to be on campus,
- Specific information regarding exposure locations could be provided by Deans on an individual basis,
- The best way to ensure personal safety is for members to protect themselves: proper hand washing, do not touch your face etc.,
- Members may also refer to the People Plan and contact HR with any questions about in person safety.

- b. Curriculum issues and academic decision-making processes update

If there are changes in the number of hours or mode of delivery these are academic decisions which need to follow the academic decision-making process: through the unit, to the FC curriculum committee, to the curriculum approval committee of GFC, and then to GFC for approval. There is a role here for the ALC and GFC to ensure that the decisions being made are following this process. As long as there are no violations in the number of registrants or the amount of SICH, the Association has no view on decisions which are essentially academic issues. However, we can support our members by ensuring that they are aware of the processes in place and their ability to contribute to this process.

- c. MRU Plan to Share Student and Employee Survey Results

Motion to refer the Student and Employee Survey Results to FEC to review this and draft a response for the Board to consider.

Moved: Lee Easton and Seconded: Frank Cotae

Vote – Carried Unanimously

2. Motion to approve, in principle subject to any further revisions made by the Executive Board, the letter to the Interim Provost regarding SPoT administration in Winter and Spring/Summer 2021 – Moved by Lee Easton and Seconded by Heather McLellan
Discussion



Vote – Carried Unanimously

3. Number of Sabbaticals Grievance - update
Before the break, the Association will file the notice of intent to file a step 2 grievance on sabbatical allocations. We would, then, suspend the grievance pending the outcome of the second call for sabbaticals.
4. Motion to approve the Executive Board Planning Document – Moved by Lee Easton and Seconded by Frank Cotae
Vote – Carried Unanimously

New Business

1. Policies and Procedures Recommendation from the Bylaws and Governance Committee
To approve the MRFA Policies and Procedures as amended – Moved by Lee Easton and Seconded by Irene Shankar
Vote – Carried Unanimously
2. By-Law Amendments Recommendations from By-Laws & Governance Committee
Motion to recommend the revised indemnification article and the revised inspection of records article to the membership – Moved by Lee Easton and Seconded by Carlton Osakwe
These recommendations will be presented to the membership in March
Vote – Carried Unanimously
3. Public Interest Alberta (PIA) Post Secondary Education (PSE) Campaign
The PIA PSE advocacy campaign has now been sent out. This is the plan to which the MRFA contributed 5,000 in March 2020. Frank, Lee and Kirk will discuss this initiative further to coordinate our efforts and will provide an update at the January 7 Executive Board meeting. Plans will be finalized by January 20.
4. Recommendations from Professional Standards and Ethics Committee
Motion to approve, in principle, the Tenure and Promotion Support program as recommended by PSEC – Moved by Irene Shankar and Seconded by Lee Easton
Discussion:
 - Since ADC is no longer able to provide support for faculty going through tenure or promotion processes, the MRFA is developing a program to serve as a resource for our members.
 - The program will be finalized by Jan 19 for official approval on January 20. In the interim, the Association will inquire with Human about resource allocation for this faculty support program.Vote – Carried Unanimously
5. Communication from Committees - Letter from FEC
Derrick, Heather and Lee will consider further how to follow up on the concern conveyed by the Faculty Evaluation Committee.

Officers' Reports

1. President's Report
The President's written report was circulated in advance and there was no discussion.

In Camera/Closed Session:

Moved by Easton and Seconded by Heather McLellan that the meeting move to closed session at 2:53pm. Vote – Carried Unanimously

1. Negotiations Report - Vice-President, Negotiations

Motion to extend the meeting to 3:45pm.

Moved: Lee Easton and Seconded: Anupam Das



Vote – Carried Unanimously

2. Grievance Report - VP Policy and Sr. Grievance Officer
Motion that the Executive Board approve initiating a Step 2 grievance on case 00200
Moved: Heather McLellan and Seconded: Frank Cotae
Discussion
Vote – Carried Unanimously (Heather McLellan abstained)

Motion that the Executive Board approve initiating a Step 2 grievance on case 00201
Moved: Heather McLellan and Seconded: Frank Cotae
Vote – Carried Unanimously (2 abstentions – Heather McLellan and Lee Easton)
3. President’s Report
 - a. Appointment to the Selection Committee for Dean of Business and Communication Studies
By consensus, the Executive Board appointed Heather McLellan to serve as the MRFA representative on this selection committee.

Moved by Easton and Seconded by Frank Cotae that the meeting move out of closed session at 3:35pm. Vote – Carried Unanimously

Consent Agenda

Moved by Lee Easton Seconded by Heather McLellan that the Executive Board accept the following consent agenda items.

Discussion
Vote – Caried Unanimously

1. Appointments
 - a. Extending Melanie Peacock’s appointment to the Equity Review of Governance and Operations Working Group beyond December 31, 2020
2. Approving MRFA Committee Minutes
 - a. November 13, FEC Minutes
 - b. November 19 – FCMC Min.
 - c. December 4, ERG Minutes
 - d. December 7, PSEC Minutes
 - e. December 7, SEC Minutes
 - f. December 8, Grievance Min.
 - g. December 11, FEC Minutes
 - h. December 14, Retired Members Committee Minutes
 - i. December 14, Advocacy Min.
3. For Information
 - a. AUFA Designation Battle Update (att.)
 - b. Memo from Trika MacDonald re: Change of Contract (att.)
 - c. MRFA Scholarship Recipients to be posted online (with their consent)
 - d. December 16, 2020 Budget Updates (att.)

--Items Removed from the Consent Agenda

December 11, ERG Minutes

Past-President’s Report

Melanie Peacock expressed her sincere appreciation to all members of the Executive Board for their work on the Board and for their support during her term as President.

Motion that the Executive Board formally thank Melanie Peacock for her outstanding service to the Association over the years.

Moved: Anupam Das and Seconded: Lee Easton
Vote – Carried Unanimously.

Next Meeting: January 7, 10:00 – 12:30am

Adjournment: The meting was adjourned at 3:57pm