



**Mount Royal Faculty Association
Executive Board Meeting – Minutes
December 9, 2020, 10:00am – 12:30pm (Via Zoom)**

Members Present:

Anupam Das
D.A. Dirks
Frank Cotae
Heather McLellan
Irene Shankar
Kirk Niergarth

Lee Easton
Melanie Peacock
Rafik Kurji

Absent with Regrets

Carlton Osakwe
Maki Motapanyane

Approval of Agenda – Approved (Moved: Heather McLellan and Seconded: D.A. Dirks)

Approval of Minutes: November 27, 2020. Minutes taken as read and approved.

Business Arising

1. Pandemic Considerations

- a. Extension of Covid MoU to Winter and bargaining for Spring 2021 onwards and FEC Recommendations regarding Faculty Evaluation in Winter 2021

The interim provost has articulated that many of the provisions of the MoUs have been met and that there is no need for a new MoU for Winter and Spring 2021. We have turned over the long-term considerations of the pandemic (esp. regarding tenure and promotion matters) to the negotiating teams and they are also looking for language in the Agreement to address emergency situations which may arise in the future. The primary issue remaining is the use of student evaluations in the Winter and Spring 2021 semesters and to ensure that SPoTs which were administered in Fall 2020 are used appropriately

The Executive Board will approve a letter to be sent on December 18 to emphasize our position that feedback is not unwelcome, that SPoTs can be administered during the pandemic, but that we want written agreement that these will not be used in a pejorative way. This issue will be mentioned in the December 14 Bulletin and the letter will be shared with our members. Moving forward, where appropriate, the Association will reach out to chairs, hiring committee members and contract faculty to ensure there is clarity on this matter. This will need to be resolved before March 2021: additional advocacy efforts will be considered when necessary.

- b. Reporting COVID on Campus

Lee will advocate for improvements to the University's communications regarding Covid cases on campus and measures taken to ensure safety of individuals on campus. When we come back in January there will be 118 sections taught by faculty on campus: it is important that our members who are being required to teach on campus are safe.

2. Update – Sign up Reminder (any remaining spots to be filled)

- a. Meetings with President Rahilly (1 meeting still to be assigned)
b. Meetings with Tenure Track Faculty (7 members to be assigned)

New Business

1. Motion to approve the Executive Board Planning Document – Deferred
2. Motion to approve CA Exception to allow the Appointment of an Additional MRU Employee (MRSA) – Deferred to Closed Session
3. October 23, 2020 Department Liaisons Meeting Notes
Pandemic concerns and other matters coming from department Liaisons were

informative and some important concerns were highlighted in this discussion. From the discussion notes, it seems that clarity and communication is needed around the role of Chairs as budget managers being required to implement cuts due to the University's resource allocation decisions. Faculty members need to have a clear role in any decisions of an academic nature: curriculum issues and academic decision-making processes need to be followed. Derrick and Lee will write an advisory on this topic for distribution in January, and Carlton will be engaged in this conversation regarding the role of ALC in this as well.

4. Motion to approve, in principle, the Association Themed Messaging Strategy and [Form](#) - Moved by Kirk Niergarth and Seconded by Lee Easton
The Association is in the process of developing a new logo and part of this is to theme our communications to make it clear to members about how the work of the Association is connected to our core values. Committees will be asked to keep these themes and core values in mind when fulfilling their mandates, and they will be required to submit their plans and communications on the form so that Association activities can be coordinated appropriately. Three themes were discussed, and EDI is incorporated in each of them: 1. Social, 2. Educational and PD, and 3. Bargaining and Advocacy.
Vote – Carried Unanimously
5. Motion to approve the Association Communications Overview - Moved by Lee Easton and Seconded by Frank Cotae
This is a work in progress and is a dynamic document. This will be added to moving forward as we get committees submitting items via the Communications Form. This would be periodically updated via the Executive Board consent agenda.
Vote – Carried Unanimously
6. Motion to approve the extension to the Facebook Pilot Project as recommended by the Communications Committee – Moved by Kirk Niergarth and Seconded by Lee Easton
Discussion
Vote – Carried (1 opposed)

Officers' Reports

1. President's Report
In addition to the written report which was circulated in advance, Lee updated the Board on developments within the Indigenous and BiPOC support network, a request for an MRFA representative on the selection committee for the Dean of Business and Communications, and the status of the PSE 2030 review. Executive Board Meetings are being scheduled with Departments in Winter 2021, and Executive Board members will sign up to attend these meetings.
2. Past-President's Report – Verbal Report - Fall 2020 CAUT Council Update
Melanie provided updates on current work of CAUT which includes:
 - Clarifying the relationship between CAUT and the CAUT defense fund
 - Values and challenges of virtual meetings
 - Academic Freedom and Freedom of Expression
 - The development of an Equity Toolkit
 - Approval of a notice of censorship to UofT, and
 - Further work required on the CAUT Mental Health policy

In Camera/Closed Session:

Move by Easton and seconded by Frank Cotae that the meeting move to closed session at 11:35am.

1. Negotiations Report - Vice-President, Negotiations
2. Grievance Report - VP Policy and Sr. Grievance Officer



Motion that the Executive Board approve the Grievance Committee recommendation to initiate a step 2 grievance if the employer carries forward with their refusal to allocate all sabbaticals as specified in the Collective Agreement.

Moved: Heather McLellan and Seconded: Lee Easton

Discussion

Vote – Carried Unanimously

Motion to extend the meeting to end at 12:45pm

Moved: Lee Easton and Seconded: Frank Cotae

Vote – Carried Unanimously

3. President's Report

Motion that the Faculty Centre Management Meeting explore all aspects of closure of the Faculty Centre until August 15, 2021 or until it is safe to reopen.

Moved: D.A. Dirks and Seconded: Irene Shankar.

Discussion

Vote – Carried Unanimously

Motion to make an exception to the Collective Agreement (27.1.3) to allow for the appointment of an additional staff member to the Associate Dean of the Library Selection Committee. The approval of this exception will be communicated with the encouragement that this be used as an opportunity to consider diversifying the composition of the selection committee.

Moved: Anupam Das and Seconded: Lee Easton

Discussion

Vote – Carried (1 abstention)

Moved by Easton and seconded by Heather McLellan that the meeting move out closed session at 2:30pm

Consent Agenda

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

1. Expense Approval (\$265.00) – Lancaster recording – Addressing Borderline Cases in Bullying and Harassment (att.)
2. Joint Statement on Mental Health (att. from MRU Coalition)
3. Appointments
 - a. Appointing 2 contract members to CBAC–Breda Eubank and Colin Martin (atts.)
 - b. Sabbatical Leave Committee Alternate – Geoff Owens (att.)
4. November Regular Meeting - Approval of draft minutes for posting online (to be distributed)
5. Approving MRFA Committee Minutes (those in italic are not yet approved by Committee)
 - a. November 18, Diversity and Equity Committee Meeting Minutes
 - b. November 25, 2020 Equity Review Group Meeting Minutes
 - c. November 27, 2020 PD Day Sub-Committee Meeting Minutes

Vote – Carried Unanimously

Motion to adjourn made at 2:45pm

Moved: Heather McLellan and Seconded: Irene Shankar

Vote - Carried

Next Meeting: December 18, 1:30 – 3:30