



**Mount Royal Faculty Association  
Executive Board Meeting – Minutes  
January 7, 2021, 10:00 – 12:30pm (Via Zoom)**

**Members Present:**

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

Irene Shankar  
Kirk Niergarth  
Lee Easton  
Maki Motapanyane  
Rafik Kurji

**Approval of Agenda** – Approved (Moved: Frank Cotae and Seconded: D.A. Dirks)

**Approval of Minutes:** December 18, 2020.

**Business Arising**

1. Pandemic Issues

Lee and Heather met with the Interim Provost today and received updates on several items including appointments to the Dean of Business and Communications Selection Committee, changes in the Academic Affairs office, the University Student Survey results, institutional software and budget concerns, and the administration of SPoTs during the pandemic. Ongoing conversations and enhanced training and communication around the administration of SPoTs will take place moving forward. Depending on the outcome of conversations in January, the Interim Provost may be willing to engage in an MoU. Once there is more clarity on the direction which will be taken on this, the MRFA will provide clear communication to members regarding expectations around SPoTs and the importance of reporting concerns to the Association. Department Liaisons may be engaged to support communications on this matter as well as to provide information on processes related to FDC allocations within Faculties.

2. JDEC Pay Equity Study - Considerations Moving Forward

Lee will inform our representatives on JDEC that the Executive Board expects to have access to the report as quickly as possible in order to review it and convey the summary to the Membership. Moving forward:

- The Executive Board will meet with JDEC,
- The MRFA will hold an open house to meet with all affected/interested faculty in early February after we have seen the study and summary,
- The summary will be made available to members online as soon as possible, and
- The study will be further discussed at the March Regular Meeting.

3. Equity Review Group Update - Considerations around member engagement and related Bylaw Changes (Dec 11, 2020 Meeting Minutes removed from prior consent agenda)

A recommendation will be made to the Board to create an EDI Plan which would have goals and benchmarks to ensure that EDI becomes an ongoing element of the work of the Association. To facilitate the development of this Plan, the Executive Board will send a call for statements of interest to serve as additional members of the Equity Review Working Group. A draft plan will be submitted to the Board by March to bring to the membership for feedback in April and for approval (or approval in principle) in May.

**New Business**

1. Reassigned Time and Workload Review

Motion to strike a working group for reassigned time review – Moved by Lee Easton and Seconded by Irene Shankar

It is important that this review take place to ensure equity and transparency in decision making processes. The goal is to determine if the right amount of resources are being provided for the work that is expected in MRFA service roles.

Vote – Carried Unanimously

2. Letter to University of Alberta Board of Governors re: Bicameral Governance and Faculty Reorganization  
The administration at the University of Alberta has circumvented GFC and collegial decision making processes by approving changes in Academic structures not recommended by GFC. A similar situation occurred at MRC in 1990 and could happen again. Unless there is a strong collective stance against this, what happened at UofA will become the new way of doing things in Alberta and it will spread beyond Alberta.  
Motion to approve the letter to University of Alberta Board of Governors regarding Bicameral Governance and Faculty Reorganization-pending final edits.  
Moved: Frank Cotae and Seconded: Kirk Niergarth  
Vote – Carried Unanimously
3. MRFA Officer Reporting - Discussion  
Officers not otherwise reporting at the January Regular Meeting will prepare written reports to be posted online in advance of the meeting. Moving forward, Officers of the Association will report occasionally throughout the year, in addition to at the AGM.
4. January Regular Meeting Agenda  
Motion to approve the January Regular Meeting agenda in principle. A revised agenda may be approved by email prior to Jan 15 for distribution on Jan 15.  
Moved: Lee Easton and Seconded: Anupam Das  
Vote – Carried Unanimously

#### **Officers' Reports**

1. President's Report
  - a. Public Interest Alberta Campaign  
This campaign has started and a rally is being planned for January 28 and another on March 10. The MRFA will continue to be involved in this and has already donated \$5,000 to it. There will be newspaper ads and other forms of publicity including a sidewalk chalking activity and billboards. Focal Points of the campaign are the refusal to take any further cuts to PSE Budgets, the resistance to performance-based metrics, and the demand for a tuition freeze.
  - b. Job Action Preparedness Committee  
The committee will be doing a tabletop exercise to run through the plan to ensure we are prepared for Job Action.

#### **In Camera/Closed Session:**

Moved by Lee Easton and seconded by Frank Cotae that the meeting move to closed session at 11:20am. Vote – Carried Unanimously

1. Negotiations Report - Vice-President, Negotiations
2. Grievance Report - VP Policy and Sr. Grievance Officer
3. President's Report  
Motion that the Executive Board approve the Association covering expenses for the Faculty Centre Coordinator's benefits for January and February 2021.  
Moved: Lee Easton and Seconded: Rafik Kurji  
Vote – Carried Unanimously

Moved by Easton and seconded by Heather McLellan that the meeting move out closed session at 12:20pm. Vote – Carried Unanimously

#### **Consent Agenda**

Moved by Lee Easton Seconded by D.A. Dirks that the Executive Board accept the following consent agenda items.

1. Associate Membership Approval – Cory Willard, Student Learning Services



2. Approving MRFA Committee Minutes
    - a. December 16, Communications Committee
    - b. December 16, Grievance Committee
    - c. December 16, PD Get Cracking Subcommittee
    - d. December 16, PD Committee
    - e. December 16, Diversity and Equity Committee
    - f. December 17, Awards Committee
    - g. December 17, Faculty Centre Management Committee
    - h. December 18, Collective Bargaining Advisory Committee
  3. For Information
    - a. Letter to Tim and Liz
    - b. Letter of Appreciation for MRFA Scholarship
    - c. MRFA Scholarship Recipient List Spring 2020
    - d. Volunteer List to Support Members in Isolation ([online](#))
- Vote – Carried Unanimously

**Sign Up Reminders:**

- Executive Board Meetings with Departments Winter 2021 (**Sign up on [Gdrive](#)**)
- Meetings with New Faculty (5 members to be assigned - [GDrive](#))

**Next Meeting:** January 20, 10:00 – 12:30am

**Adjournment:** The meeting was adjourned at 12:23pm