



Mount Royal Faculty Association
Executive Board Meeting with JDEC - Minutes
February 3, 9:00 – 10:00am (Via Zoom)

Members Present:

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

Kirk Niergarth
Lee Easton
Maki Motapanyane
Rafik Kurji

Absent with Regrets:

Carlton Osakwe

Guests:

MRFA Representatives on the Joint Diversity and Equity Committee:
Christian Cook, Rachael Pettigrew, Tom Buchanan

Approval of Agenda - Approved

New Business

1. Review of JDEC Pay Equity Study

a. Overview of the Pay Study and its Challenge (JDEC)

The process for developing an RFP, assigning the project, implementing the survey, analyzing the data, and preparing the report took a prolonged period of time due to various difficulties during the process. We are now at a point where we can move forward on this and there is a willingness to make corrections where needed, once appropriate processes are established, and to engage in further data analysis moving forward.

b. Review of Study and Findings

JDEC is working on a summary of the report which will be given to the Executive Board.

The 1,000 difference (noted in model 8 - table b) is not a marginal difference if you consider compounding factors. Moving forward, the first task is to establish a process where pay inequities (aka anomalies) can be reviewed, analyzed and rectified on a case-by-case basis. Moving forward in the establishment of a process to rectify anomalies, one of the key questions for JDEC is process: there is a preference to hear from affected members to see how they would like to move forward.

Additional work to be done moving forward may include further consideration of:

- variable impacts of parental leaves based on hire dates,
- initial grid placement (including the establishment of better processes and oversight of this determination process), and
- years to promotion.

With respect to improvements in similar studies moving forward, the University needs to have better access to employee equity data. It will take a concerted effort to inform members of the importance of providing self-identification data to MRU, for future studies to be intersectional they need data.

2. Questions from Executive Board

The Executive asked various questions regarding the data and processes as well as the decision to not make the full study available publicly. The primary reason for not posting the study publicly was due to inconsistency of gender differences across the university.

3. Next Steps

a. MRFA Next Steps

The MRFA will be discussing this further on Friday and the MRFA representatives on JDEC will be meeting with the MRFA Negotiating Committee. There is a role for collective bargaining in tightening the language around initial grid placement, and there is work that could be done around promotion processes and supports for faculty to help address discrepancies and differences. Moving forward, we need to



first do the right thing for people affected so far and then ensure that these discrepancies are mitigated moving forward.

b. New JDEC Appointment Process

There is an importance that at least one person on JDEC have a quant background and good methodology in general. There needs to be an analysis of contract faculty pay equity as well and this will be a very different kind of analysis that will also be archival in nature. The MRFA will take the JDEC input into consideration in refining the appointment process to JDEC.

Members of the Executive Board expressed their appreciation for the years of work and service of the MRFA representatives on JDEC.

4. Adjournment – the meeting was adjourned at 10:00am

Next Regular Executive Board Meeting: February 5, 1:30 – 3:00pm