



**Mount Royal Faculty Association
Executive Board Meeting - Minutes
January 20, 2021, 11:30 – 2:00 (Via Zoom)**

Members Present:

D.A. Dirks
Frank Coate
Heather McLellan
Irene Shankar
Kirk Niergarth

Lee Easton
Maki Motapanyane
Rafik Kurji (at 12:18)
Absent with Regrets
Anupam Das
Carlton Osakwe

Approval of Agenda – Approved as amended. (Moved: Heather McLellan and Seconded: Frank Coate)

Approval of Minutes: January 7, 2020. Minutes were taken as read and approved.

Business Arising

1. Meeting with JDEC and Executive Board on February 3
The MRFA Representatives will be meeting with the Executive Board on February 3 to review the report from the pay equity study.
2. Pandemic Considerations
Lee and Maki are meeting with the Interim Provost on January 21 and will be discussing the student survey results, sabbaticals, SPoTs, contract hiring information sessions, and Fall 2021 delivery concerns. The MRFA's position on fall delivery is that:
 1. There should be no on campus delivery unless it is safe,
 2. Those who are unsafe should have access to accommodations, and
 3. Contract faculty should not rule themselves out in advance (contract faculty should accept contracts and then request accommodations). This would not apply to clinical contract faculty and lab instructors who do need to be in class where accommodations would cause undue hardship for the University.
3. PSEC Tenure and Promotion Support Program:
 - a. Approval of Program
Motion that the MRFA Executive Board approve the Tenure and Promotion Support Program as recommended by the Professional Standards and Ethics Committee.
Moved: Irene Shankar and Seconded: D.A. Dirks
Discussion
Vote – Carried Unanimously
The Executive Board expressed appreciation for the work of the Professional Standards and Governance Committee in developing the program.
 - b. HR Resource Allocation to Tenure and Promotion Program
Lee will inquire about what the University would do to support this program, and Lee will report back on this at the next meeting.

New Business

1. Self-Identification Form Recommendation to the Executive Board from the Diversity and Equity Committee
Motion that the Executive Board approve the form as recommended by the Diversity and Equity Committee with the expectation that it will be incorporated in the MRFA Census and reviewed at least every two years.
Moved: Maki and Seconded: Irene Shankar
Vote – Carried Unanimously
The Executive Board expressed its appreciation for the work done by the current and previous members of the Diversity and Equity Committee. Appreciation was, also, expressed to JJ and Derrick for their extensive work on this: the MRFA staff provide tremendous support to this committee.

Consent Agenda

Moved by Lee Easton Seconded by Frank Cotae that the Executive Board accept the following consent agenda items.

Discussion:

- As noted in the meeting minutes, the MRFA is doing a tabletop exercise of the Job Action Plan to ensure that all appropriate processes are in place to ensure preparedness.
 - Appreciation was expressed for the work of the Professional Standards and Governance Committee in developing the graphics that they have submitted.
1. Document Approvals from PSEC
 - a. Quick Guide to Robert's Rules for Online MRFA Meetings
 - b. MRFA Ethics Bylaws Flow Chart
 2. Approving MRFA Committee Minutes
 - a. January 11, Retired Members Committee
 - b. January 11, Social Events Committee
 - c. January 12, Equity Review Group (not yet approved by all committee members)
 - d. January 12, Professional Development
 - e. January 12, Job Action Preparedness
 - f. January 13, Advocacy
 - g. January 13, Nominations
 - h. January 13, Professional Standards and Governance
 - i. January 15, Grievance Committee
 3. For Information
 - a. PIA Campaign Website: <https://www.stoppsecuts.ca/>
 - b. PIA Campaign
 - c. CAFA Letter re UoA Governance ([online](#))
 - d. MRFA Letter re: UofA Governance and Response
 - e. CAUT Legal Advisory - Duty of Fair Representation

Vote – Carried Unanimously

Officers' Reports

1. President's Report (written report submitted in advance)
 - On attending recent Review 2030 PSE Town Halls it became clear that the government is moving toward getting rid of Boards and creating a super Board, and there will be significant changes to GFC which threaten bicameral governance. The goals for PSE 2030 include no mention of liberal education: they may be willing to refer to soft skills, though using STEAM, as a reference to liberal education would be preferable. The PSE2030 report will likely come out in Summer 2021.
 - The PIA campaign, including the website and the survey, has launched. The survey will be released in our newsletter on Monday and there will be a panel on January 25, 1:00 – 2:00pm. In January there will be an Information Picket and a connected ongoing lawn sign initiative, in February there will be chalk drawings, print ads, digital ads and local media coverage, and in March there will be an in-person Rally.
Motion that the MRFA Executive Board approve expenditure of up to \$1,500 from the political action and advocacy budget line to contribute to the lawn sign initiative in the PIA Campaign.
Moved: Frank Coate and Seconded: Lee Easton
Discussion
Vote – Carried Unanimously
2. Communications Officer, Kirk Niergarth
There is a virtual meeting of Department Liaisons this week, the Committee has a student working on a new logo for the Association and we anticipate having a logo to consider by the end of the current academic year, and the next Faculty Forum is coming out in early February.

3. Contract Member Representative, D.A. Dirks
As a Negotiating Committee observer, D.A. has been participating in caucus twice per week and bargaining meetings resumed on January 15. In their role as Contract Representative, D.A. continues to host town halls with contract faculty and they are endeavoring to target specific contract faculty groups in these meetings to encourage participation.
 - D.A. and Carlton met with Contract reps from GFC recently,
 - D.A. will be meeting with contract faculty currently serving on MRFA committees,
 - There will be a meeting with clinical contract faculty in February, and
 - There D.A. attended the new contract faculty orientation on January 8.
4. Diversity and Equity Officer, Maki Motapanyane
DEC continues to work on developing recommendations on religious diversity and inclusion in the MRFA, Committee representatives are continuing to plan EDI focused events with the PD Committee, and Maki has been connecting with MRU Scholars at Risk Committee regarding the possibilities around a remote scholar conference. Further consideration is needed regarding this new position on the Executive Board. As the first Diversity and Equity Officer, Maki has been fielding a lot of calls and emails from members about EDI related issues: members considering this position will need to be prepared to undertake this work.
5. Member at Large, Irene Shankar
PSEC has been doing a lot of work and has faced some obstacles: two members of the committee began leaves in January 2021. The committee developed the MRFA Ethics Chart and the Robert's Rules of Order for Online meetings graphic. Drop-In sessions were organized to make the MRFA more accessible for members (allowing anonymous questions to be submitted in advance), a Roberts Rules of Order session was hosted, the Tenure and promotion support program was developed, and the committee is developing a panel proposal for the Spring retreat.
6. Advocacy Officer, Frank Cotae
A series of social media posts are being developed and posted to address the problems of the goals outlined in the plans for PSE2030 and is preparing for Advocacy Week, January 25 – 29, 2021.

Appreciation was expressed for the work being done by all Officers and committees.

In Camera/Closed Session:

Move by Easton and seconded by Irene Shankar that the meeting move to closed session at 1:00pm

1. President's Report
 - a. Staff Planning Considerations - Faculty Centre Coordinator
Moved by Lee Easton and Seconded D.A. Dirks to terminate the Faculty Centre Coordinator no later than January 27, 2021 in accordance with the Employment Standards Act provisions. Vote – Carried

Motion That the Executive Board approve extending the meeting to 2:20pm

Moved: Irene and Seconded: Rafik

Vote – Carried Unanimously

2. Negotiations Report - Vice-President, Negotiations
Motion that the Executive Board support the Negotiating Committee in its ongoing efforts to ensure we get a fair and just settlement.
Moved: Lee Easton and Seconded: Frank Cotae
Vote – Carried Unanimously
D.A. will convey this to the committee.



3. Grievance Report - VP Policy and Sr. Grievance Officer
4. Appointments
 - a. Equity Review Group (additional members appointed to assist in developing the EDI Plan) - Deferred
 - b. Reassigned Time Review Group
Motion That the Executive Board appoint Brenda Lang to the Reassigned Time Review Working Group.
Moved: D.A. Dirks and Seconded: Kirk Niergarth
Vote – Carried Unanimously

Moved by Easton and seconded by Heather McLellan that the meeting move out closed session at 2:16pm

Meeting Adjourned at 2:16pm