



**Mount Royal Faculty Association  
Executive Board Meeting – Minutes  
February 5, 2021, 1:30 – 4:00 (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: Rafik Kurji)

**Approval of Minutes:** January 26 and February 3, 2021 – taken as read and approved.

**Business Arising**

1. Pandemic Considerations

The Association has been hearing from faculty about high levels of fatigue associated with ongoing remote delivery. A proposal was considered by the Executive Board for various means by which faculty members' workload concerns could be addressed. The Board determined that a prompt response to emails would be 48 hours depending on other workload factors, and the Board considered related items such as GFC's role in academic impacts of the pandemic, ongoing work required in bargaining regarding pandemic impacts, and communications with Deans, Chairs and Students on workload matters. This proposed statement demonstrates Association support for faculty to set boundaries, and it will be communicated to members as a Covid advisory to be sent out to members next week linked from the President's Report.

Motion that the Executive Board support items 1-3 in the proposed workload statement and direct the MRFA President to act on these.

Moved: Frank Coate and Seconded: Carlton Osakwe

Vote – Carried Unanimously

2. Debrief Meeting with JDEC

The Executive Board determined that additional information was needed on analysis of the regression table, and Irene and Carlton will follow up on this. This additional information, the meeting with JDEC on February 3 and further input from Executive Board Members will be used to draft a letter which will be sent to members with the pay equity study and report by February 16. Prior to distribution, the Executive Board will seek clarity from the Interim Provost on why the report should not be disseminated to stakeholders: with data in aggregate, the Executive Board could not identify confidentiality concerns which could potentially warrant withholding the study. To address the pay equity issue in an informed manner, members need to have access to the information.

**New Business**

1. Pay Equity Town Hall – Proposal from PSEC

The Executive Board expressed support for the PSEC proposal to hold Pay Equity Town Halls and the speakers may include the Chair of DEC, the MRFA President, the VP Negotiations, the immediate Past President, the Chair of PSEC, and one of the members who was an initial advocate for the project.

2. MRFA Census Planning (Review and Timeline)

The census is being prepared now and there will be pandemic questions added regarding long term implications and annual reports going into the future. The Executive Board will be sent a draft of the census to approve on February 19 and it will go out on March 2.

3. Document Approval from PDC
  - a. Retreat Objectives and Guiding Principles – Moving Forward  
The committee will be submitting guiding principles and aims in Fall 2021 prior to sending out the Call for Proposals.
  - b. Possible Expenses for the 2021 Retreat (for budget planning)  
Motion to approve in principle the expenses for the retreat pending matching of funds from the MRU Board.  
Moved: Anupam Das and Seconded: Kirk Niergarth  
Discussion. Vote – Carried (three abstentions)
  - c. Proposed Program  
Motion that the Executive Board ratify the program for the 2021 MRFA Retreat.  
Moved: Carlton Osakwe and Seconded: Anupam Das  
Vote – Carried Unanimously

### **Consent Agenda**

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

1. MRFA Audit Engagement Letter
2. Form Amendment Approvals from Grants Committee
  - a. Scholarships for Dependents
  - b. Tuition Refunds
  - c. Related Grants Committee Meeting Minutes Oct 14 and Jan 28
3. Approving MRFA Committee Minutes
  - a. January 18, PD Retreat sub-committee
  - b. January 18, Communications
  - c. January 20, Grievance Committee
  - d. January 25, Bylaws and Governance
  - e. January 26, Equity Review Group
  - f. January 28, Awards Committee
  - g. January 27, Bargaining Communications
  - h. February 1, Professional Standards and Ethics
  - i. February 1, PDC Retreat Subcommittee
4. For Information
  - a. News Coverage from January 30 Rally
  - b. Metrics of Success for the Rally
  - c. BIPoC Action Plan

Vote – Carried Unanimously

### **Reminders:**

- Information on position workload to be submitted to Chantelle **by Feb 11**, for consideration by Reassigned Time Review Committee
- Executive Board Meetings with Departments Winter 2021 ([\*\*Sign up on Gdrive\*\*](#))
- Meetings with new Faculty ([GDrive](#))

### **Officers' and Committees' Reports**

1. President's Report
  - a. HR Resources for the Tenure and Promotion Support Program  
Lee will send the tenure and promotion support program overview to HR and will report back on February 19.
2. FEC Midterm Report  
This report required under the FEC charter was reviewed by the Executive Board.

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

Move by Easton and seconded by Heather McLellan that the meeting move to closed session at

3:08pm

1. Negotiations Report - Vice-President, Negotiations  
Motion that the Executive Board approve the Negotiating Committee's proposed Compensation Survey and timeline.  
Moved: Anupam Das and Seconded: Rafik Kurji  
Discussion. Vote – Carried Unanimously

Chair of meeting assigned to VP Policy and Senior Grievance Officer, Heather McLellan

2. Grievance Report - VP Policy and Sr. Grievance Officer  
Chair of meeting assigned to President, Lee Easton

3. President's Report - Staff Items – Staff recused
  - a. Faculty Centre Coordinator  
The Executive Board rescinded its previous motion regarding the Faculty Centre Coordinator and determined to pay severance in accordance with the Employment Standards Act.
  - b. Administrative Assistant  
The Executive Board authorized an increase in the number of hours to 30 hours per week for the Administrative Assistant.
  - c. Friday Afternoon Online Socials  
The Executive Board authorized replacing the weekly online socials to once per month with the times to be determined by the Administrative Assistant in consultation with the Senior Administrative and Faculty Relations Officer.

Moved by Easton and seconded by Heather McLellan that the meeting move out closed session at 4:10pm

**Next Meeting:** February 19, 10:00 – 12:30am