



**Mount Royal Faculty Association  
Executive Board Meeting – Minutes  
February 19, 2021, 10:00am – 12:30 (Via Zoom)**

**Members Present:**

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

Irene Shankar  
Kirk Niergarth  
Lee Easton  
Maki Motapanyane  
Rafik Kurji

**Approval of Agenda** – Approved (Moved: Carlton Osakwe and Seconded: Frank Cotae)

**Approval of Minutes:** February 5, 2021. The minutes were taken as read and approved.

**Order of the Day, 11:00am - Pay Equity Study Next Steps**

The Association will continue to press for the release of the full report and will indicate that the document provided did not meet the standards of a report at the aggregate level as is required in the MoU. This matter will be referred to the grievance committee and the Association will move forward in working with administration in developing an action plan to address the identified inequities. In the long term, and through bargaining, we need better parameters around initial placement on the grid to mitigate the creation of further inequities and we need better member data so that intersectional matters can be considered moving forward.

Motion to refer to the Grievance Committee the consideration of a grievance feasibility on the administration's failure to release a report at the aggregate level and failure to implement rectifying processes in light of Article 24 and the MoU.

Moved: Lee Easton and Seconded: D.A. Dirks

Vote – Carried Unanimously (1 abstention)

Motion to authorize the President, Diversity and Equity Officer, and Member at Large to begin the exploration of drafting an LoU to outline the process for number 7 of the MoU.

Moved: Lee Easton Seconded: Anupam Das

Discussion

Vote – Carried Unanimously

**Business Arising**

1. MRFA Census Approval

Motion that the Executive Board approve the census for distribution on March 2, 2021.

Moved: Lee Easton and Seconded: Frank Cotae

Vote – Carried Unanimously

2. HR Resources for the Tenure and Promotion Support Program

There was interest in providing support, and Lee will report again on this in March.

3. Pandemic Considerations

- Faculty Wellness - The Association will be taking steps moving forward to increase communications on faculty wellness matters. Our recent efforts have already made some impact on addressing these matters and Derrick will be drafting an advisory on this which will be included in the February 22 Weekly Bulletin.
- Annual Reports - Over 60% of faculty respondents to the fall pandemic survey felt that their scholarship had been disrupted and they are concerned about impacts on scholarship reporting in the Annual Report.

Motion that the MRFA President begin the process of extending the existing MoU on Annual Reports and/or initiating the creation of a new MoU to address concerns in the ongoing pandemic.

Moved: Lee Easton Seconded: Heather McLellan

Vote – Carried Unanimously

## New Business

1. Recommendations from the Bylaws and Governance Committee
  - a. Moved by Lee Easton and Seconded by Carlton Osakwe that the Executive Board approve the following amendments to the MRFA Policy Manual
    - i. MRFA Appointments Policy
    - ii. Process for handling MoUs
    - iii. Survey Policy
    - iv. Policy Consultation Policy
      1. Policy proposal form ([online](#))
      2. Member feedback form ([online](#))

Vote – Carried Unanimously

The revised policy manual will be posted online and future policies will be sent out via the consultation process.

- b. Bylaw Change Review  
Motion that the Executive Board recommend the proposed amendments to the bylaws to the membership for feedback.

Moved: Lee Easton and Seconded: Frank Cotae

Discussion

Motion to table. Moved: Lee Easton and Seconded: Frank Cotae

Vote – Carried Unanimously (Motion tabled at 12:18pm)

The proposed amendments will be mentioned as notice of Motion on March 2, the Executive Board will review again on March 5 and the final draft amendments will be sent to members on March 8. Members will be able to provide feedback via an online [form](#) by March 17. The final set of proposed bylaw amendments will be reviewed on March 19 for recommendation to the membership for approval at the April 9 Regular Meeting.

2. Approval of March Regular Meeting
  - a. Frequency of Officer Reports: The Board determined that updates from Officers would be provided in January and May. Officers may report more often if there are time sensitive or important matters.

Motion to approve the agenda for the March Regular Meeting

Moved: Rafik Kurji and Seconded: Heather McLellan

Vote – Carried Unanimously

3. BIPOC Charter and Action Plan  
The Executive Board referred these documents to the Equity Review Working Group and the Executive Board will consider them further at its March 19 meeting. Ideally, the MRFA's EDI plan may be connected to or aligned with their plan.

## Consent Agenda

Moved by Lee Easton Seconded by Heather McLellan

--That the Executive Board accept the following consent agenda items.

1. Approval of Jan 29 Regular Meeting Minutes (att.)
2. Approval of revision to the Scholarship for Dependent Form (att.)
3. Expense Approval – Officer PD – MRFA President Lancaster [workshop](#) & Mp3 - \$430
4. Approving MRFA Committee Minutes
  - a. January 27, Faculty Evaluation Committee
  - b. February 5, PDC/DEC
  - c. February 9, PDC
  - d. February 10, Advocacy
  - e. February 10, Retired Members
  - f. February 3, Grievance Committee
  - g. February 11, Awards Committee

- h. February 12, Reassigned Time Review Committee
  - i. February 12, Equity Review Committee
  - j. February 16, Bylaws and Governance Committee
5. Notice of Motions:
- a. Notice of Motion to be given at March Regular Meeting for Bylaw Proposals relating to elections, committees and indemnification
  - b. Notice of Motion at April Regular Meeting for any remaining Bylaw amendments – to allow for time for member input prior to AGM approval
  - c. Notice of Motion to Executive Board of all Bylaw changes being reviewed on March 19 for distribution to the Membership on March 24
6. For Information
- a. Consideration of possible Distinguished Service Award Recipient
- Vote – Carried Unanimously

--Items Removed from the Consent Agenda

January 15, Diversity and Equity Committee deferred to next meeting

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

1. President's Report (written report distributed)
  - Ongoing communications and work with the Coalition and the PIA Campaign.
  - Ongoing communication with the BIPOC support network and related commitments to improved training around equity issues in Tenure and Promotion training workshops.
2. Academic Liaison Officer's Report – February GFC Update
  - At the GFC meeting it was determined that there would be a town hall and related recommendations would be brought back to GFC.
  - Attendance at Pre-GFC meetings is going well
  - GFC is considering academic integrity issues with remote delivery and grading.

Motion made at 12:29pm to extend the meeting for 15 minutes

Moved: Anupam Das and Seconded: Kirk Niergarth

Vote – Carried Unanimously

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

Moved by Easton and seconded by Rafik Kurji at 12:30pm that the meeting move to closed session

1. Negotiations Report - Vice-President, Negotiations

Moved by Easton and seconded by Heather McLellan at 12:47pm that the meeting move out closed session

Motion to adjourn the meeting made at 12:48pm.

Moved: Maki Motapanyane and Seconded: Kirk Niergarth

Vote – Carried Unanimously

**Next Meeting:** March 5, 1:30 – 4:00