



**Mount Royal Faculty Association
Executive Board Meeting – Minutes
June 11, 2021, 1:30pm – 4:00pm (Via Zoom)**

Members Present: Lee Easton, Rafik Kurji, Kirk Niergarth, Frank Cotaе, Irene Shankar, Heather McLellan, Maki Motapanyane, Anupam Das, Carlton Osakwe, and D.A. Dirks.

Closed Session:

Moved by Lee Easton and seconded by Kirk Niergarth that the meeting move to closed session at 1:33pm

1. Grievance Report

Motion that the Executive Board initiate a step 2 policy grievance regarding grievance case 220.

Moved: Heather McLellan and Seconded: D.A. Dirks

Discussion

Vote – Motion Carried Unanimously

2. Negotiations Report

3. President’s Report

The Executive Board approved the Staff Policies as presented and referred further review of staff grids to the Audit and Finance Committee with respect to position classification and equity. The Board further approved the provision of staff bonuses for the 2020-2021 academic year, and Lee will connect with Chantelle to ensure these are paid accordingly.

Moved by Lee Easton and seconded by Kirk Niergarth that the meeting move out of closed session at 2:30pm

Incoming Executive Board Members attending as observers: Brenda Lang, Milena Radzikowska, Marc Schroeder, Roberta Lexier, and Peter Ryan

Approval of Agenda – Approved (Moved: Heather McLellan and Seconded: Frank Cotaе)

Approval of Minutes: May 28, 2021 minutes taken as read and approved

Officers’ Reports

1. President’s Report (written report distributed)

The written report was reviewed. Members of the Board noted that consideration was required regarding the appropriate individuals to provide training for tenure and promotion committees, and that further consideration was needed to ensure that academic decision-making processes are being handled by GFC and not Provost’s Council.

Business Arising

1. Remaining MRFA Appointments

a. Appointment to JDEC

Motion to appoint Jacqueline Musabende for a one-year term.

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

Discussion

- The remaining vacancy will be filled by DEC by early September: the third position could be a contract member recommended by DEC but not necessarily from DEC

Vote - Carried Unanimously



- b. Fall Call for Statements of Interest
This was provided for information and will be sent out in September when contract faculty members will be able to receive it.
- c. Appointment Considerations for representational Considerations
Chantelle and Heather will discuss the grievance committee composition and other considerations will be deferred to fall.

Unfinished Business

1. Requests for MoUs from the University
 - a. Motion to ratify MoU for Externally Funded 2-Year Half-Time Position for a Faculty Lead in Simulation in The SONM
Moved: Lee Easton and Seconded Frank Cotae
Vote – Carried Unanimously
 - b. Motion to ratify the MoU on Contracting Out of Teaching and Related Activities in the Dept of Education
Moved: Lee Easton and Seconded: Heather McLellan
Discussion
Vote – Defeated (2 in Favour, 3 opposed, and 3 abstentions)

New Business

1. Moved by Lee Easton and Seconded by Frank Cotae that the Executive Board approve the MRFA's Equity, Diversity and Inclusion Plan in Principle
Discussion
Vote – Carried Unanimously

Motion that the consultation plan in the President's Report be approved.
Moved: Lee Easton and Seconded Irene Shankar
Vote – Carried Unanimously

Motion that the Equity Review Group be reconstituted to accept feedback and integrate it in the Plan.
Moved: Lee Easton and Seconded: Irene Shankar
Vote – Carried Unanimously
2. Moved by Heather McLellan and Seconded by Lee Easton to approve the following Policy Amendments
 - a. Member Information Management
 - b. Member Directed Working Groups
 - c. Policy and Form for 8.6
 - d. Universal Design Meeting Policy
Vote – Carried Unanimously
3. Continuation of Triads / Three's Company
Motion that this group continue for 2021-2022 and that the board shall approve a charter for this committee in the fall of 2021
Moved: Lee Easton and Seconded: Frank Cotae
Discussion
 - o The charter will indicate the budget allocated to this committee.
Vote – Carried Unanimously

Consent Agenda

Removed Item 10 for consideration separately – MRFA Social Events Dates and Themes
Moved by Lee Easton Seconded by Irene Shankar that the Executive Board accept the following consent agenda items.



1. Policy Amendments
 - a. Appointments Policy
 - b. Reporting Policy Amendment – BoG Rep and Hiring Committees
 - c. All Candidates Forum – addressing implementation problems
2. Appointments
 - a. Audit and Finance Committee (1 position for 1 year) – Shiraz Kurji
 - b. Bylaws and Governance Committee (1 position for 1 year) – Marc Schroeder
 - c. Job Action Preparedness Committee: appointing VP Negotiations in an advisory capacity until a Collective Agreement is ratified.
3. Revised Charters for the following Committees (atts.)
 - a. Negotiating Committee (to make it in line with Bylaws)
 - b. Long Term Bargaining Goals Review (to incorporate DEO / EDI)
4. Approval of the 2021-2022 Regular Meeting Schedule (att.)
5. Approval of the 2021-2022 Executive Board Meeting Schedule (att.)
6. Approval of maintaining the Facebook page indefinitely under the existing parameters for posting and that the page on hiatus for the period of June 15 – August 15.
7. Approval of amended Scholarships for Dependents Application Form (att.)
8. Approval of interfund transfer from Operating to Grants in the amount of \$7,925 to cover the extension approved previously for the 2020-2021 Contract Service Honorarium.
9. Approving MRFA Committee Minutes
 - a. May 17, Monthly Staff Meeting
 - b. June 1, Job Action Preparedness Committee
 - c. June 1, Professional Development Committee
 - d. June 1, Diversity and Equity Committee
 - e. June 4, Member Engagement Committee
 - f. June 4, Grants Committee
 - g. June 7, Social Events Committee
 - h. June 7, Communications Committee
 - i. June 8, Bylaws and Governance Committee
 - j. June 9, Professional Standards and Ethics Committee
10. For Information
 - a. MRFA Statement on Islamophobia and the Murder for four members of a Muslim family
 - b. Letter of Appreciation from Appointed Member

--Items Removed from the Consent Agenda

Approval of MRFA Social Events themes and schedule - Save the Dates for 2021 – 2022

The dates and themes of all events have been approved and the Kids party will be referred back to the committee for renaming.

Moved: Lee Easton Seconded: Frank Cotae

Vote – Carried Unanimously

Motion to adjourn at 3:43pm – Moved: Anupam Das and Seconded: Frank Cotae

Adjournment: The meeting was adjourned at 3:43pm