



**Mount Royal Faculty Association**  
**Executive Board Meeting – Minutes**  
**October 8, 2021, 10:00 – 11:50am (Via GoogleMeets)**

**Members Present:** Marc Schroeder, Brenda Lang, Rafik Kurji, Milena Radzikowska, Kelly Sundberg, Peter Ryan, Kirk Niergarth, and Shelley Rathie (at 10:30) **Meeting Chair:** Lee Easton

**Absent with Regrets:** Roberta Lexier

**Approval of Agenda** – Agenda approved as amended (Moved: Milena Radzikowska and Seconded: Brenda Lang)

**Approval of Minutes:** September 22, 2021 and September 25, 2021. The minutes were taken as read and approved.

**Business Arising:**

1. Pandemic Matters
  - a. Vaccinations

The Association has been informed that, January 1, 2022, MRU will cease conducting rapid testing for unvaccinated individuals: everyone on campus will need to be vaccinated. There is a short-term solution of permitting continued online delivery for unvaccinated individuals. In the long term, article 25 will need to be followed to address ongoing unvaccinated individuals: the Association will endeavour to negotiate, in advance, an alternative and expedited Article 25 process to ensure safety on campus while representing individual members' rights. In January, the Association will have no legal grounds, aside from procedural fairness, on which to defend members who are disciplined for their refusal to be vaccinated, but the Association can try to address the matter proactively now. A January 1 start to a disciplinary process will cause problems in the classroom: there should be informal processes starting before January 1 to come to a positive resolution of the matter in advance. Lee, Kelly, Shelley and Ryan will develop a proposed process and bring it back to the October 27 Executive Board meeting.
  - b. Centre Reopening

Robert Mariani started on Tuesday October 5 and is busy cleaning the centre and getting it ready for operations. The centre will remain closed during reading week and the centre will reopen on October 18. The Faculty Centre Management Committee will be meeting on Friday October 15 to prepare for relaunch and approve the menu.
  - c. Letter to GFC Chair re: Winter 2022 Delivery

The GFC Executive Board called an additional meeting to discuss the letter received from the MRFA President. A motion to call a special meeting of GFC was made, but, with the next Regularly scheduled GFC meeting approaching soon, there was no seconder for the motion.
  - d. Memo re: Letter of Understanding for Fall

The administration may be willing to come to an LoU regarding Covid impacts on tenure and promotion. In preparation for this, the Association may need to send an additional survey to gather more detailed impacts on scholarship, including on dissemination, research plans, and the inability to travel and collect data.
2. Review of Executive Board Planning Document

The draft plan will be reviewed and revised by Board members and will be brought back for approval at the October 27 Executive Board Meeting. On a monthly basis thereafter, the Board will check in on the plan and update the status of the goals.

**New Business**

1. Moved by Lee Easton and Seconded by Brenda Lang that the Executive Board receive the Diversity and Equity Committee's Recommendations for Incorporating Equity, Diversity and Inclusion Considerations



Discussion – some of the items require more extensive work which will take time to implement and the Executive Board will provide direction on this as needed. Additional Items relating to Communications were referred to the Communications Committee.

Vote – Carried Unanimously

2. Moved by Lee Easton and Seconded by Rafik Kurji that the Executive Board cancel the October Regular Meeting.

Discussion: In place of the Regular Meeting there will be an open opportunity for members to meet with Lee and other available members of the Board.

Vote – Carried Unanimously

3. Moved by Brenda Lang and Seconded by Marc Schroeder that the Executive Board Appoint Lee Easton to the Provost and VP Academic Selection Committee

Discussion

Vote – Carried Unanimously

4. Fair Employment Week - Advocacy Committee Plans

Moved by Marc Schroeder and Seconded by Kelly Sundberg that the Executive Board endorse the events planned by the Advocacy Committee for Fair Employment Week.

Discussion

Vote – Carried Unanimously

#### Consent Agenda

Moved by Lee Easton Seconded by Kelly Sundberg that the Executive Board accept the following consent agenda items.

1. Recommendations from the Audit and Finance Committee
  1. Transfer of funds to the Building fund to reach the a target balance of \$35,000
  2. Approval of modifications of the existing door to the centre based on the quote provided to make the faculty centre more accessible
2. Memoranda of Understanding
  1. Approval of the Memorandum of Understanding Regarding the Calgary Connect Charter School (see also online voting results here)
  2. Approval of the Memorandum of Understanding Regarding Deadline Extension for Deans Comments
3. Appointments:
  1. Motion to appoint Ines Sametband to the Diversity and Equity Committee for the 2021 – 2023 term to fill a recent vacancy created by a member going on leave.
  2. Motion to appoint Felix Nwaishi to the Diversity and Equity Committee as an additional member for presentational purposes in accordance with Bylaw article 8.5.1
4. Approval of Committee Minutes:

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| 1. October 1 MRFA 2025                   | 10. September 21 Communications            |
| 2. October 1 Bylaws and Governance       | 11. September 21 Bargaining Communications |
| 3. September 28 Professional Development | 12. September 20 PDC Retreat Subcommittee  |
| 4. September 28 Grievance                | 13. September 14 Grievance                 |
| 5. September 24 Audit and Finance        | 14. August 31 Faculty Evaluation           |
| 6. September 24 FCC Hiring               | 15. August 20 Faculty Centre Management    |
| 7. September 22 Member Engagement        |  |
| 8. September 21 Diversity and Equity     |  |
| 9. September 21 Grievance                |  |
5. For Information
  - a. Referral of Items 13.3.6 and 10.3.7.2 to the Joint Committee for the Review and Interpretation of the Collective Agreement
  - b. Current AB Public Health Orders (as amended)



- c. PSE Exemptions from Public Health Orders
- d. Open Letter from AB PSEs to Government of Alberta
- e. Designation Opinions (from CAFA)

Vote – Carried Unanimously

#### Officer's Reports

1. Written Officers Reports
  - a. Contract Member Representative, Brenda Lang  
Moved by Rafik Kurji and Seconded by Kirk Niergarth that the Executive Board strike the ad hoc a contract faculty advisory committee for the 2021-2022 academic year.  
Vote – Carried Unanimously
  - b. Academic Liaison Officer Report, Peter Ryan  
Moving forward, reminders about pre-GFC meetings will be sent to the membership by email and included in Regular Meeting slide decks.  
The reports were taken as read and accepted by the Executive Board.
2. President's Report  
The President's written report was circulated in advance and discussed by the Board.

#### Closed Session:

Moved by Lee Easton and seconded by Kelly Sundberg that the meeting move to closed session at 11:31am  
Vote – Carried Unanimously

Motion that the meeting be extended to 12:15pm if needed.

Moved: Lee Easton and Seconded: Kelly Sundberg  
Vote – Carried

1. Grievance Report – Vice-President Policy and Senior Grievance Officer  
Moved by Kelly Sundberg and Seconded by Lee Easton that Marc Schroder accompany a member to a meeting with the MRU President  
Vote – Carried Unanimously

Moved by Lee Easton and Seconded by Brenda Lang that the Executive Board appoint Mohamed El Hussain and Milena Radzikowska to the step 3 Grievance Committee  
Vote – Carried Unanimously

2. Negotiations Report, Vice-President Negotiations

3. President's Report

- a. Staff Transition *Staff Recused*  
Moved by Marc Schroder and Seconded by Brenda Lang that the Executive Board approve the Contract for Mobilis Implementation and Admin Assistant Training up to \$2000. CARRIED

Moved by Marc Schroder and seconded by Brenda Lang that the Executive Board approve the [Administrative Assistant Contract and Job Description](#) as recommended by the Audit and Finance Committee) and the Hiring Date of October 18, 2021. Approval of candidate will be conducted by email on October 15, 2021. CARRIED

Moved by Brenda Lang and Seconded by Shelley Rathie that the Executive Board approve a two-month limited term contract to replace a medical leave. Carried

Moved by Lee Easton and seconded by Kelly Sundberg to move out of closed session

Moved by Kelly Sundberg and seconded by Kirk Niergarth that the meeting move out closed session

**Next Meeting:** October 27, 1:00 – 2:50pm