



**Mount Royal Faculty Association
Executive Board Meeting - Minutes
November 19, 2021, 10:00 – 11:50 (Via GoogleMeets)**

Members Present: Marc Schroeder, Milena Radzikowska, Brenda Lang, Rafik Kurji, Peter Ryan, Kirk Niergarth, Shelley Rathie, Kelly Sundberg,

Absent with Regrets: Roberta Lexier

Meeting Chair: Lee Easton

Approval of Agenda

Approved by Kelly Sundberg seconded by Rafik Kurji approved - Carried

Approval of Prior Meeting Minutes: [November 5, 2021](#), [November 17, 2021](#)

Minutes of both meetings were read and approved unanimously.

Business Arising:

1. Approval of Executive Board 2021-2022 Plan

The Executive Board 2021-2022 Plan was shared with the members and Milena suggested to uptake the section that mentions 'devise strategies to address member burnout' (esp. from underrepresented groups) and provide alternatives for the issues.

Based on discussion among members the following decision was taken:

- Members agreed to communicate to MRFA Committee Chairs about service level and burnout January 2022 and ask them to consider how we get back to 'normal'.

Action: Aamina to have an outline of the above burnout concerns for the MRFA Committee Chairs at the Chairs meeting in January and report to the membership.

Motion: MOVED by Lee Easton SECONDED by Milena Radzikowska; for the Association to make changes to the Executive Board 2021-2022 Plan below:

- Chairs to take account of increased service loads of committee
- Committee work to be negotiated in light of avoiding burnout
- Look for ways to respond to forces. Committee reports at the end of year April 2022.
- Link to full-time complement issues

Vote – Carried Unanimously

Action: Lee to amend the Executive Plan to add these points.

New Business

1. MRFA 2025 Updates

- a. Member Outreach – Direction to Member Engagement Committee – Plan for outreach in 2022-2023 is to reach targeted members based on self-identification to engage with them directly on the EDI plan.
- b. "Penultimate" Version of the EDI Plan – Final version to be approved by the Board in December

- c. Communications Strategy for EDI Plan
- d. Presentation to the Membership (targeted for January 2022 Regular Meeting)

There is an ongoing request for discussion about the MRFA Plan and its implication with respect to some of the concerns. Shelley and Lee have discussed updating the members about the MRFA 2025 plan so that they know the direction and the goals the plan is intending to achieve.

Action: Aamina to include in the bulletin a section to receive any comments or feedback from the members on the MRFA 2025 Plan with a deadline date so that the Committee can consider them and work through the received feedback in the next meeting.

2. MRU Lobby to Engage CCLISAR in a Review of MRU Sexual Violence Prevention, Responses, and Services (10 mins)

Members discussed on the request of the above correspondence and the following decisions were taken:

Members to agree to:

- To discuss with the students and staff to raise the profile of this issue collectively at the Pre-GFC meeting
- Include this on the Agenda of the Coalition Meeting
- Ask the JDEC to discuss this matter further

3. Association response to death threats to Dr. Linda Manyguns. ([link to news item](#))

Motion: *Whereas the MRFA is deeply concerned about the death threats that dr. linda manyguns has received and whereas the Association unreservedly supports dr manyguns as she exercises of her academic freedom it was moved by Lee Easton and seconded by Milena Radzikowska that:*

The Association conveys, in writing, to dr. linda manyguns that the Association denounces the malicious death threats she has received and assure her that the Association stands in solidarity with her at this moment and further that the Association will, after appropriate consultation with dr. manyguns, publicly indicate our support for her and her academic freedom as she expresses views that challenge colonial thinking.

Action : Lee to draft the communication that will go to dr. linda.

Consent Agenda (5 mins)

Items to be removed from Consent Agenda

MOVED by Lee Easton and SECONDED by Rafik Kurji to approve the consent agenda. Carried.

1. Approval of capitalizing computer purchase (laptop for LRO) - \$998.33
2. For Confirmation – Approval of online Executive Board Poll:
 - a. Motion to approve the September 29, 2021 Regular Meeting Minutes for posting. Carried (see online voting results here)
3. Approval of Committee Minutes:
 - b. 2021 -11-05 - Minutes - MRFA 2025
 - c. 2021-11-09 – Minutes - Grievance Committee Meeting

- d. 2021-11-16 – Minutes - Professional Development Meeting
- e. 2021-11-16 – Minutes – Social Events Committee

4. For Information

- a. PDC Committee – Retreat Update
 - i. MRU has committed to \$10,000 for the 2022 retreat and notes that future requests (possibly not to be provided) need to be submitted sooner for details consideration – PDC will be working with Amy Nixon in January / February 2022 to confirm funding for the Spring 2023 Retreat. The call for proposals for the [2022 retreat](#) has gone out
 - ii. Paul Rossmann, Vice-President, University Advancement, MRU extends his gratitude for the donation made by MRFA to MRU Foundation in support of eight different scholarships and bursaries for MRU students. Over the past 35 years the Faculty Association has donated nearly \$150,000 through the MRU Foundation to Mount Royal students. (Link to Email)
 - iii. Three's Company committee
 - Face to face launch in January with the promise of a fully vaccinated on-campus scenario
 - Send out a newsletter to past members of the program in early December about the delay in our programming and share information about the planned launch in January
 - Recruit new members through the newsletter using a google form
 - Working with Bob and Aamina to have a more solid plan for the Winter semester shortly

5. Officer's Reports (10 mins)

- i. Lee Provided an outline from the discussion he had with dr. linda and will invite her to an executive meeting to discuss the concern of death threats.
- ii. Lee attended the CAFA Officer's meeting and both UofA and UofL Faculty Associations had filed for policy grievances for non-disciplinary leaves without pay.
- iii. Kevin Kane, President CAUT will be a panelist on the Advocacy event on November 20, and he will provide his view on CAFA matters.

6. Grievance Officer's Report

Kelly provided the status of the policy grievance reports. Most of the grievances are on the employer's non-adherence to article 25 of collective agreement. The others are related to experiences of racism and faculty being placed on leaves without pay. Kelly suggests that the Association needs to take stronger actions towards getting solutions for these grievances.

7. Negotiations Report

Kirk reported that the team would be meeting with the Board to discuss items related to sabbatical leaves and other matters where progress had been made as a result of informal mediation. Kirk stated that in December they would discuss monetary matters.

Closed Session

Moved by Lee Easton and seconded by Rafik Kurji that the meeting move to closed session at 2:35 p.m. Carried.

Minutes are not kept during the closed session.

Following the closed session, the Executive Board reported that the following action items and motions were discussed.

1. Pandemic Matters
 - i. Non-compliance with vaccine directive

Decisions taken:

Send out a communication to the membership on the decision of the executive board on the vaccine mandate as per the above suggestions especially in a time when the Association ended negotiations and resumed back again because the employer has not been taking favourable actions regarding the Association's concern on not adhering to the section 25, Collective Agreement

Action: Lee to send correspondence to members regarding non-disciplinary leaves without pay

2. Appointments

Long-Term Bargaining Goals Review Committee (one (1) additional member, appointed by the Executive Board, from among the Negotiating Committee members who served in a recent round of bargaining)

Dr. Anupam Das, past VP-Negotiations were nominated and the vote to appoint him was carried unanimously

Other appointments from [Call for Statements of Interest](#) (if any) - Deferred

1. The Executive Board needs to Identify a Chair of the Awards Committee - Deferred
2. Further Consideration of the ad hoc Contract Faculty Advisory Committee- Deferred
3. Lee provided an in-camera staff update

MOVED by Lee Easton SECONDED by: Brenda Lang to move out of Closed Session

There was no new business.

Adjournment: Meeting adjourned at 12:00 PM

Next Meeting: December 01, 1:00 – 2:50pm