



**Mount Royal Faculty Association
Executive Board Meeting – Minutes
August 19, 2022, 4:00 – 4:30pm (in-person)**

Members Present: Brenda Lang, Kelly Sundberg, Kirk Niergarth, Marc Schroeder, Milena Radzikowska, Peter Ryan, and Shelley Rathie **Meeting Chair:** Lee Easton **Absent with Regrets:** AnneMarie Dorland and Tashfeen Hussain

Approval of Agenda – Approved (Moved by Brenda Lang and Seconded by Milena Radzikowska)

Approval of Prior Meeting Minutes: June 10: [business meeting](#) / [planning meeting](#) & [June 16, 2022](#)
(Moved by Kirk Niergarth and Seconded by Kelly Sundberg - Carried)

1. Consent Agenda

Removed from the consent agenda - Pride Luncheon

It was clarified that the event would involve complimentary tea tasting and decorations with lunches paid by members attending.

Moved by Brenda Lang and seconded by Shelley Rathie that the Executive Board approve the pride lunch and the donation of proceeds to the SAMRU Pride Centre – Carried.

Moved by Brenda and Seconded by Marc Schroeder that the Consent Agenda be approved by the Executive Board – Carried.

- I. Extending the Deadline for comment on the Interim IDEA Council Terms of Reference to September 16
- II. Approvals
 - a. Approval of EDI Committee (previously called Diversity and Equity Committee) plans to host a Pride luncheon on September 9 (*removed from consent agenda*)
 - b. MRFA marching with MRU in Pride Parade
- III. Appointments:
 - a. Appointment of MRFA President, Lee Easton, to serve as proxy for the MRFA with the CAUT Defence Fund
- IV. For Information:
 - a. Notice of Motion - [CAFA and CAUT Indemnification re: Bill 32](#)
 - b. [Reminder of Call for Statements of Interest](#) – vacant positions to be filled
- V. Letters of Appreciation
 - a. [University of Lethbridge Faculty Association](#)
 - b. [Canadian Organization of Faculty Association Staff](#)

2. Officers' Reports

- I. President's Report
 - a. Ratifying Decisions made over Summer – see written report
Motion that the Executive Board approve the LOU regarding transferring the promotion process for the incoming Provost, and that the Board approve recent LTA hiring process in Bissett. Moved by Kelly Sundberg and Seconded by Marc Schroeder – Carried
 - b. Pay Equity
Motion: That the resolution of the salary anomalies among full-time faculty identified in the pay equity study be referred to the Negotiations Committee with a mandate to arrive at an MOU that will



- Provide a financial settlement that addresses the pay anomalies identified in the pay equity consultants report;
- create a permanent salary review process, preferably one done annually at an institutional level; and
- address the issues identified related to promotion in the consultants' report.
- This MOU should be completed no later than December 1, 2022.

Moved by Milena Radzikowska and Seconded by Brenda Lang – Carried

c. Pandemic Matters

At the Executive Board meeting on August 23 a Covid strategy for the Executive Board will be considered.

Adjournment: The meeting was adjourned at 5:10pm