



**Mount Royal Faculty Association
Executive Board Meeting – Minutes**

August 23, 2022, 10:00 – 10:50am (Hybrid GoogleMeets/Peggy Brydon Room)

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

1. [Community Agreements](#)

The community agreements were read and there was opportunity for discussion.

2. Approval of Agenda as amended – approved (Moved by Shelley Rathie and Seconded by Brenda Lang)

3. Approval of Prior Meeting Minutes: August 19, 2022 Moved by AnneMaire Dorland and Seconded by Milena Radzikowska – Carried

4. Consent Agenda

Items removed:

[Member Comments](#) on FEC Recommendations on Peer Evaluation

Currently, the recommendations are out for member comment and some comments have come in. The Board will have an opportunity to comment on these as well.

Department Visits

[Executive Board members will sign up for meetings with Departments:](#) two members of the Board should be attending each meeting.

Moved by Shelley Rathie and Seconded by Milena Radzikowska that the Consent Agenda be approved by the Executive Board – Carried

I. Approval of Discretionary Conference allocation of \$2,000 for the [CAUT Librarian and Archivists conference](#)

II. For Information

a. [CAUT Facts and Figures](#)

b. [CAUT Defence Fund Dues and Daily Benefits Increase - proposed bylaw amendment](#)

c. [Executive Board Planning Meeting Feedback Form](#)

5. Business Arising

I. [Mission, Vision, Values Charter](#) and related timelines

The Executive Board discussed and revised the charter, by consensus, to clarify that we are engaging members in a creative, rather than consultative, process. To ensure that members can fully engage in the process of arriving at a new mission and vision for the Association, the timelines for this project were extended. It was determined that some elements of the mission, vision, and values would be presented to the membership at the January Regular Meeting in a nearly finalized form for ratification via online voting.

II. Pay Equity Solution – Reconsidering timeline from August 19 business meeting

The Board agreed, by consensus, that the deadline for the MoU to be drafted should be November 1. This provides time for required processes to initiate a policy grievance by December 1.

III. Pandemic Matters – Covid Strategy

Moving forward the Association will advocate for safety precautions to be taken, encourage members to take measures to ensure their own safety, encourage members to advocate for hybrid Faculty Council meetings, and advise members of their rights under legislation. Possible actions and recourse were discussed at length and it was determined that further detailed consideration of the issue was required, including with respect to the management of covid related protocols for the Faculty Centre and MRFA staff.

It was noted that, according to the Alberta OH&S act that the Joint Occupational Health and Safety Committee (JOHSC) is required to be consulted on covid related matters: MRU is supposed to be getting direction from JOHSC in relation to all policies and responses relating to covid. Covid is no different than any other health and safety issue so it needs to be going to JOHSC. Faculty representatives on JOHSC have tried repeatedly to get this to happen; however, the administration has not yet responded to a list of recommendations from JOHSC and continues to disregard the legislated requirements for JOHSC.

Moved by Kirk Niergarth and Seconded by Lee Easton that the Executive Board strike an ad hoc covid advisory group with a terms of reference to be approved on September 2 – carried.

6. New Business

I. [LoU Regarding CA 4.18](#) (Appointment of the Provost)

This LoU will be agreed to and it will be communicated to our reps on the UTPC so they are aware of it and of their rights in terms of contacting the Association if needed.

II. [CAFA and CAUT Indemnification](#) re: Bill 32 (presentation and discussion – Vote on Sept 2)

We need to determine if we are comfortable or not with CAUT taking the lead on any complaints that may arise about CAFA or CAUT being considered core. This will be voted on at the September 2 Executive Board meeting.

III. New Faculty Orientation

i. Debrief Full time faculty orientation

This event went very well: new members were well oriented to the Association and had the opportunity to meet several Officers and staff of the Association.

ii. Planning for Aug 26 Contract Faculty Orientation

Lee, Shelley, Derrick, Brenda, Chantelle are attending, and it will be a similar format.

7. Officer's Reports

I. President's Report ([Written Report](#))

In addition to the written report, Lee noted that the administration has indicated that they are working on getting the CA mandated EDI training started and they anticipate an update will be provided on Thursday.

8. Closed Session

Moved by Milena Radzikowska and Seconded by Brenda Lang that the meeting move to closed session at 10:55am.

I. Appointments

Moved by Kirk Niergarth and Seconded by Kelly Sundberg that the Executive Board appoint the following members to existing committee vacancies:

- Department Liaisons 2022-2024:
- Jennifer McCormick - Counselling

- Dylan Webb - Chemistry and Physics
- Kelsey McColgan - Information Design / PR
- Ashok Krishnamurthy - Mathematics and Computing
- Christopher Grignard - English
- Laura Atkinson – Biology
- Professional Development Committee – Amos Nkrumah 2022-2023
- Professional Standards and Ethics Committee – Sarah Hamilton 2022-2024
- JEDI Committee: Milena Radzikowska 2022-2024 (EDI Committee recommended appointee)

II. Grievance Report

Moved by Lee Easton and Seconded by Kelly Sundberg that the Executive Board approve progressing grievances 261 and 285 directly to step 5 pending the signing of an agreement by the MRU Provost and MRFA President that these matters cannot be resolved internally
– Carried

Moved by Lee Easton and Seconded by Kirk Niergarth that the meeting move out of closed session at 11:15.

Adjournment: Moved by Milena Radzikowska and Seconded by AnneMarie Dorlnad that the meeting be adjourned – carried.