



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

September 2, 2022, 10:00 – 12:20 (Hybrid GoogleMeets/Peggy Brydon Room)

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

1. Approval of Agenda approved by consensus as amended with the addition of the Amendments to the MRFA's Standing Advocacy Goals under the Officer's Reports.

2. Approval of Prior Meeting Minutes: August 23, 2022 - deferred

3. Consent Agenda

Items removed from the Consent Agenda – Pride Parade

The Board confirmed the time, location and logistics for the parade. Preparations for participation in the 2023 parade will be discussed by the Board in Spring 2023.

Moved by Lee Easton and Seconded by Milena Radzikowska that the Consent Agenda be approved by the Executive Board

- I. Approval of Retired Members Policy as recommended by the Bylaws and Governance Committee following member consultation
- II. Approval of the Bylaws and Governance Committee recommendation to authorize the Communications Committee to begin using MailChimp (related amendments to the Document Management Policy to follow)
- III. Approval to Capitalize Expenditures:
 - a. Capitalize laptop and peripheral expense for Faculty Centre Coordinator \$977.32
 - b. Capitalize purchase of air purifiers (item x5 and related documentation) \$1,455
 - c. Capitalize Curtain purchase from Spring 2022 \$2888.55
- IV. Committee Meeting Minutes for Information:
 - a. August 22 Member Engagement Committee Meeting
 - b. August 23 Communications Committee Minutes
 - c. August 24 Monthly Staff Meeting
 - d. August 24, Social Events Committee Meeting
 - e. August 26 Triads Committee Meeting
 - f. August 29 Professional Development Committee Meeting
 - g. August 31 Grievance Committee Meeting
- V. For Information:
 - a. CAUT Fall Courses – Board members to share with committee members to register
 - b. Optional meeting on September 20 with Allison Whiting on MRU Policy Development Process – Board members are asked to confirm attendance via calendar invitation
 - c. Association signature files - Pronouns and Territorial Acknowledgements to be used

4. Officer's Reports

- I. Member Engagement Officer - Executive Board attendance at upcoming Social Events

The importance of organization leaders' attendance at events was noted, and Board members will indicate in the shared drive which upcoming events they plan to attend.

II. President's Report (written report)

The Executive Board received and discussed the President's written report.

- It was determined that regular MRFA/MRU admin meetings would be scheduled moving forward. The return to these meetings would provide the opportunity to discuss and resolve matters proactively: these meetings would not replace case management meetings or grievance processes.
- Arrangements were confirmed to ensure that an MRFA representative would attend the CAFA Awards and the CAFA Meeting with David Eggen, NDP Advanced Education Critic. It was noted that the PSE minister did not agree to meet with CAFA members
- The potential MRFA Podcast series was discussed and will be further developed by Lee and AnnMarie.

i. MRU EDI training development with Moussa Magassa and Linda ManyGuns

Moved by Lee Easton and Seconded by Kelly Sundberg that Milena Radzikowska be appointed to sit on the EDI training development committee being struck by Human Resources. Carried

Moved by Lee Easton and Seconded by Milena Radzikowska that the EDI committee appoint a contract member to the EDI training development committee. Carried.

III. Advocacy Officer Report

The Advocacy Committee intends to submit a recommendation for amending the Association's standing Advocacy Goals to the Executive Board for consideration on September 20 and for membership approval on September 27. The goal is to align the goals with the other Association initiatives and processes.

5. Business Arising

a. Planning Executive Board Visits with Academic Units

The intent of the meetings with Academic Units is to listen to members' concerns, answer their questions, and seek their input on the MRFA Mission/Vision/Values. To facilitate the latter, we will be circulating a PowerPoint to academic units in advance of each meeting, and members' comments will be recorded on a pre-formatted spreadsheet.

b. Executive Board Working Group - Association Organizational Review

Members of the Executive Board will consider their interest in serving on this group and a terms of reference will be ready and appointments will be made on September 20.

c. Pandemic Concerns

i. Question of the Week Results - Opinions on Masking on Campus

It was noted that the matter of masking on campus is highly important to our members since almost 10% of our members responded to this week's question. The Executive Board discussed members' concerns, current medical advice, and practices at comparable institutions.

The Executive Board agreed, by consensus, that we would advocate for mandatory masking in instructional spaces where physical distancing is not possible. This will be included in our Covid communication to be sent out next week. This is a precautionary

stance being taken now and our ad hoc advisory committee will do further work on this and advise the Board as we move forward.

- ii. Communication (in the collaboration drive folder)
This communication speaks to the work that we are doing regarding pandemic concerns. The communication outlines the Association's approach and protocols within the Faculty Centre, the anticipated work of the Covid Advisory Committee, and recommendations for the campus community.
- iii. ad hoc Covid Advisory Working Group
Moved by Lee Easton and Seconded by Milena Radzikowska that the Executive Board approve the charter as amended – Carried
- iv. MRU Intransigence with the Joint Occupational Health and Safety Committee (JOHSC)
JOHSC has been sidelined for the past two years and viewed as an inconvenient necessity by MRU's administration. As an Association, we have no standing as a person to be able to do anything under the OHS Act; however, members can use their rights under OH&S legislation to bring MRU into compliance. Legal counsel will be sought to determine how the Association can best support members through a grievance based on implied terms of the Agreement.

6. New Business

- I. Moved by Lee Easton and Seconded by Marc Schroeder that the Executive Board sign off on the CAFA and CAUT Indemnification re: Bill 3. Carried
- II. September Regular Meeting Agenda – to be approved and distributed on September 20
It was determined that the meeting would be held in the Faculty centre with capacity limited to 50 people, that childcare would be provided for the September, October and March Regular meetings, and that Kirk would manage the speakers list at the September meeting in Derrick's absence.

7. Closed Session

Moved by Brenda Lang and Seconded by Kelly Sundberg that the meeting move to closed session at 11:45am

- I. Appointments
Moved by Lee Easton and Seconded by Kirk Niergarth that the Executive Board approve the following appointments. Carried
 - Executive Board appointee to the Joint Diversity and Equity Committee 2022-2024
 - Audra Foggin – Assistant Professor CSSW
 - ad hoc Covid Advisory Working Group: 3 positions for the duration of the work of the committee
 - Peter Ryan, Public Relations Chair
 - Jocelyn Lehman, Nursing and Midwifery
 - Professional Development Committee – 1 position for 1 year (all members eligible) and 1 position for 2 years (must be contract)
 - Astrid Heidenreich contract faculty in Education and Health and Physical Education - 2022-2024
 - Angie Wong - 2022-2024 - Department of General Education - Contract Lecturer - 2022-2024 (additional Member appointed by the Board under Article 8.5.1)

- Khosro Salmani, Ph.D. 2022-2023 - Assistant Professor, Department of Mathematics and computing - 2022-2023
- Social Events Committee - 2 positions for 2 years and 1 position for 1 year
 - Nancy Espetveidt - Assistant Professor in the Department of Child Studies and Social Work - 2022-2024
 - Julie Gathercole - Assistant Professor in Marketing 2022-2024
 - Keir Stuhlmiller - Assistant Professor in Department of Interior Design 2022-2023 (replacing a member currently on sabbatical)
- Grievance Committee
 - Marva Ferguson 2022-2023 (filling a recently vacated position)
 - Apoorve Chokshi 2022-2024 (additional Member appointed by the Board under Article 8.5.1)
- Contract Faculty Advisory Committee
 - Kevin Jepson, Contract faculty in General Education 2022-2023
- Professional Standards and Ethics Committee
 - Kevin Jepson, Contract faculty in General Education 2022-2024

Moved by Lee Easton and Seconded by Brenda Lang that the Association no longer hold an election for the Mission, Vision, and Values committee: expressions of interest will remain open until September 19 and the Board will make remaining appointments on September 20. Carried

Moved by Lee Easton and Seconded by AnneMarie Dorland to appoint Kevin Jepson and Apoorve Chokshi to the Mission, Vision, and Values committee. Carried

Decision to ratify, by consensus, the re-appointment of Paul Jessop to continue on the ad hoc Contract Faculty Advisory Committee

II. President's Report

III. Grievance Report

Moved by Kelly Sundberg and Seconded by Lee Easton that grievances 288 and 291 be advanced to step 2. Carried

Moved by Brenda Lang and Seconded by Kirk Niergarth that the meeting move out of closed session. Carried

Adjournment: Moved by Kelly Sundberg and seconded by Milena Radzikowska that the meeting be adjourned at 12:18. Carried

Next Meeting: September 20, 1:00 – 3:30pm