

**Campaign Statement for MRFA Executive Board Elections, VP Policy and Senior Grievance Officer  
Sabrina Reed, Associate Professor, Department of English  
Faculty of Arts**

Having been at Mount Royal since 1993, and having served as both a faculty member and in administration, I have a solid background to deal with the complexities arising from new policy initiatives and differences in the interpretation of the Collective Agreement. I served as the MRFA Representative on Program Committee (1995-1996) and then as Chair of Program Committee and as a member of Academic Council (the precursor of GFC) from 1996-1998. I also served on the MRFA Ethics Committee from 1999 to 2001, the MRFA Task Force on the Future of Mount Royal College (2002-2003), the MRFA Task Force on Degree Granting (2003-2005), and the MRFA President's Working Group on Transition (2005-2006).

I was Acting Associate Dean, Faculty of Arts, from August 2001-August 2002, when I decided to return to faculty. I served as Chair of the Department of English from August 2003-August 2007. In August 2008, I was asked to again become Acting Associate Dean. I remained in the position of Associate Dean until July 2013, when I chose not to apply for renewal, but to return to the Department of English.

As Chair of English and as Associate Dean of Arts, I have had the opportunity to become familiar with the Collective Agreement. I was the Chairs' Agenda Committee Representative on the Vice-President, Academic's Part-Time Faculty Advisory Committee (2004-2006), and, as Chair of English, was responsible for contract, limited term, and full-time hiring. I chaired the Faculty of Arts Committee to Establish Criteria for Teaching and Service (2010-2011) and I was a member of the Faculty of Arts Committee to establish the criteria for promotion to full professor. I was also a member of the Laboratory Instructor Evaluation Committee (2010-2011), which arose out of a Memorandum of Agreement with the Board of Governors.

Should I be elected into the role of Vice-President, Policy and Grievance Officer, I will do my best to uphold the Collective Agreement and to negotiate solutions to faculty concerns. I look forward to the opportunity to serve the faculty of Mount Royal University.

**Campaign Statement for MRFA Executive Board Elections, VP Negotiations  
Brady Killough, Associate Professor, Department of Mathematics and Physics  
Faculty of Science & Technology**

It was not an easy decision for me to run for the position of Vice President, Negotiations, but I sincerely ask for your support in my bid.

I am a member of the Department of Mathematics and Physics (due to departmental re-organization, soon to be a member of the Department of Mathematics and Computing) in my 6th year at Mount Royal. In my relatively short time at MRU I have spent 4 years as a member of the MRFA Negotiating Committee and was a member of the committee that negotiated each of the last two collective agreements.

Negotiating is a lot of work and a lot of responsibility. It is often very frustrating, and sometimes very rewarding. The fiscal environment of the last several years at Mount Royal, in particular, has made negotiating difficult. Both of the last two rounds of negotiations have ended up in enhanced mediation, with the most recent round ultimately going to binding arbitration over salary. Hence, it is with a small degree of reluctance that I ask you for the opportunity to sit down at the negotiating table once again. I would not, however, ask for your support if I was not committed to the roll and confident that I can do it. My slight reluctance is simply because I know what I am asking to get into.

One of the main reasons I am running for this position is that I believe continuity between rounds of negotiations is very important. As we move into another full round of negotiations next winter I believe it is important that we have people at the table who negotiated the previous round. In a similar way, I believe that negotiations should not be looked at simply one round at a time. I believe a longer term negotiating

strategy for the MRFA is very important. Experience has taught me that an issue often must be pressed several times before headway is made.

Over the past 4 years I have had the opportunity to work with and learn from many excellent Negotiating Committee members, including two outstanding VPs. If given the opportunity to represent you, I will work as a member of the Negotiating Committee to continue to improve our collective agreement. I also look forward to working as a part of the MRFA Executive on negotiations-related issues and on other initiatives.

Thank you for your support!

## **Campaign Statement for MRFA Executive Board Elections, Faculty Representative to the Board of Governors David Clemis, Associate Professor, Humanities**

### **Faculty of Arts**

Like many MRFA members, I recognize that these are very uncertain yet critical times in the Institution's history. This is so because the University's current financial difficulties are coupled to the unfinished business of defining and establishing Mount Royal as a new kind of university. Those challenges and the need for continued strong faculty advocacy at the level of the Board of Governors has prompted me to stand for the position of MRFA representative to the Board. I hope to earn your confidence so that I may be elected to serve in this important role.

My goals in this role can be briefly outlined as follows:

1. I will strive to keep the MRFA Executive as fully apprised as possible of the activities and views of the Board of Governors with respect to its:
  - oversight of the University Administration;
  - dealings with the Government and wider community;
  - oversight of the University's finances and regulatory compliance;
  - evolving understanding of the direction and long-range planning for the University.

I will also regularly report to the general MRFA membership on these matters. I will strive to be readily available for consultation with MRFA members on matters relating to the Board of Governors. This would include, in consultation with the MRFA executive, raising the concerns of individual members or academic units before the Board where such matters are relevant to its role in the governance of the University.

2. Recognizing the importance of the Board's oversight and long-term planning roles, I would work hard to help other Board members achieve a richer understanding of the aims and place of universities in society, and how this makes the university a unique kind of institution fulfilling unique social, cultural and economic roles. By doing so, I would hope to influence board members to make their evaluations and decisions regarding finance, administrative effectiveness and policy in ways that are better informed by the aims and character of MRU. It is particularly important to emphasize to the Board some of the following features of the University:
  - a) This is a very diverse institution; the problems and aspirations of the various program areas, as well as the ways they contribute to the community, differs substantially. It is important, therefore, that planning, policy and governance be as decentralized as is practical; and that decisions, insofar as possible, are made by the faculty members responsible for the delivery of particular programs. If the Board of Governors and the senior administration more fully and actively recognize this institutional diversity they will make better decisions and be stronger advocates for MRU.

- b) Mount Royal's diversity, of course, extends beyond the character and needs of various types of programs. Under the Collective Agreement there are varying types of employment that are differently impacted by administration practices and fiscal expedients. Diversity of identity receives much good attention in MRU policy, and it is important that the Board remain cognizant of the realities of the diversity in our community and resist an easy temptation at high levels of governance to incorrectly assume a homogeneity of our community.
  - c) While particular skill sets and employability are a central concern of students, employers and faculty members, we cannot lose sight of the wider, deeper values of university education. MRU and all universities need to be more clear about all the things that undergraduate education can and cannot achieve. Failure to correctly make this recognition means we will measure our programs, faculty members and, ultimately, students, by the wrong standards. Worse yet, we will strive to satisfy so-called criteria of success that are remote from the real value we can contribute to our students and the community.
  - d) While we are all deeply committed to student success — however that may be defined by each program and each student — the centrality of faculty members in the achievement of that success must be fully acknowledged and understood so that it can be adequately supported. This is not simply a matter of awards ceremonies and hearty thanks at convocation. As it conducts its oversight and governance, the Board of Governors must be helped to see what faculty needs are in terms of resources, teaching conditions and administrative support to foster student success.
3. As the MRFA's representative, a third key goal will be to help the Board develop an active vision that is beyond merely adhering to its duties as trustees as specified in the *Postsecondary Learning Act* and the *Guidelines for Board of Governors Members* document provided by Alberta Innovation and Advanced Education. In doing so I would hope to aid the Board in being a more powerful, effective University advocate in its dealings with government, other institutions and the wider public at large. Key to this would be fostering amongst Board members a stronger attachment to MRU and the valuable things that we do here. Board members need to be equipped with a sense of Mount Royal and its worth that is beyond the perspective of the senior administration. It is not that senior administration's account of affairs at MRU is mistaken, but rather that their perspective is, naturally, informed by their mandated responsibilities. We need to continue to vigorously provide the Board with the perspectives from the various vantage points of MRU's faculty.

In the pursuit of these goals, I will draw heavily upon my experience on the MRFA executive and in various forms of service carried out since I first came to Mount Royal fifteen years ago. I believe I have gained a good understanding of policy and processes of governance, together with a strong sense of the diversity of faculty interests and problems through my previous service as:

- Second Vice-President and Member at Large on the MRFA executive;
- membership on Academic Council (predecessor of GFC);
- chair of Academic Program and Policy Committee;
- chair of the Department of General Education;
- member of the University Tenure and Promotion Committee.

I have also served on various task forces and ad-hoc committees, including: Task Force on Faculty Roles and Responsibilities; General Education Curriculum Committee; Mount Royal Assessment Seminar; and Task Force on Faculty Leaves. First as a member, and then as the researcher, for the Program Definition and General Education Committee, I came to develop a much stronger appreciation of the activities and concerns of faculty members across campus. I hope that this experience, along with a determination to be

a sympathetic listener, yet forceful advocate, will allow me to gain the confidence and respect of the other Board members.

As dependent as one is on experience, I recognize that success as the Board of Governors Representative will ultimately depend on constant and close engagement with the MRFA executive, good communication with the MRFA membership and a constant effort to stay current and well informed about the conduct of MRU's administration, the status of the Collective Agreement and the concerns of MRFA members.

Thank you for your consideration of my candidacy.

**Campaign Statement for MRFA Executive Board Elections, Academic Liaison Officer  
Allison MacKenzie, Associate Professor, Public Relations Program  
Faculty of Communication Studies**

My name is Allison MacKenzie and I am running for the position of Academic Liaison Officer, as I believe my recent GFC experience is relevant and timely.

For the past three years, I have served as chair of APPC and as a member of ATPC and IPPRC. In my opinion, the Academic Liaison Officer and the Academic Liaison Committee play an important role in connecting MRFA members to GFC and to influencing debate and understanding on the issues of the day. If chosen to serve in this role, my goal would be to build on the excellent work of previous representatives and committees.

**Campaign Statement for MRFA Executive Board Elections, Advocacy Officer  
Brian Nichols, Associate Professor, Humanities  
Faculty of Arts**

I am pleased to accept the nomination for the MRFA Advocacy Officer position and the endorsement by Roberta Lexier. I have been an assistant professor in the department of Humanities since 2012 and have been an active member of the Advocacy committee for the past year. Working closely with MRFA president Marc Schroeder and committee Chair Roberta Lexier, I helped draft our goals for the year, plan our Advocacy week of events, and plan a response to the provincial budget announcement.

Serving on the MRU coalition as the advocacy representative I helped coordinate MRFA efforts on behalf of Post Secondary Education (PSE) with the students (SAMRU) and staff (MRSA). The collaborations led to a week of events educating the Mount Royal community about the budget situation facing MRU and the value of PSE to individuals, the city, the province and the nation. As a lead organizer of the week I drafted a narrative of the value of PSE that informed our posters and undergirded the arguments and information points used throughout the week which culminated in a well attended Speak Out in Wickham house. I also wrote the first draft of the letter to Premier Jim Prentice and Minister of Innovation and Advanced Education Don Scott; the letter writing campaign was the key action of this week and it is possibly one of the factors that led to a lower than expected cut to PSE.

I am passionate about the value of PSE and the need for greater public understanding of that value in order to secure greater support at the provincial level and if elected I will work hard as Advocacy Officer to continue fighting on behalf of Mount Royal faculty.

**Campaign Statement for MRFA Executive Board Elections, Advocacy Officer  
Jarett Henderson, Associate Professor, Humanities  
Faculty of Arts**

My name is Jarett Henderson. I began working at Mount Royal in September 2011 because I was hired on a two-year contract to teach Canadian history. I completed my PhD at York University where I first became involved with the university's Positive Space Committee, my CUPE local, and eventually, Pride Toronto. Much of the advocacy work I have conducted to date has revolved around queer politics. As a member of the Positive Space Committee and the MRFA Professional Development Committee at Mount Royal, I have worked to increase the visibility of the queer community on and off campus. Mount Royal now marches in Calgary's annual pride parade and offers Safe Space training sessions. Last winter we were also successful in having the university fly the pride flag during the Sochi Olympics. If elected Advocacy Officer I would continue to offer MRFA support to such initiatives on campus and throughout Calgary, though the bulk of my advocacy efforts would be directed to the state of post secondary education not only on our campus, but across Alberta. My long history of advocacy will serve me well as your Advocacy Officer.

Since September 2011 I have witnessed the rise and fall of the price of oil in short order. I have witnessed the consequences this has upon students, colleagues, and friends. What I have not witnessed was any increased funding allocated to Alberta universities and colleges. In the four years that I have been an Albertan, then, the government has done little to make the *possibility* of attending post secondary education a reality for so many Albertans. I want to ensure that others have the same access to post secondary education that I did as the son of a farmer and an elementary school teacher. I believe that the Advocacy Officer of the MRFA needs to communicate the importance of an accessible post secondary sector loudly and clearly.

Intimately connected to the question of accessibility, are the conditions in which those employed in post secondary work. The constant expectation to do more with less, while maintaining not only the quality of the courses we teach, but also the programs and services we provide for our students and each other, is at a breaking point. Annual cuts to university operating grants have been too easily accepted and translated into the axing of programs and the firing of personnel. Moreover, it has led us to accept conversations, at least in the public realm, that ROIs and Program Prioritization are legitimate conversations for institutions of higher education to have. Rather, as MRFA Advocacy Officer I will work together with our faculty, and faculty across Alberta, to rebuff such claims with arguments about what it is that we are supposed to be doing at universities: teaching, researching, and inspiring knowledge.

Finally, if elected Advocacy Officer I am determined to communicate this message beyond the Lincoln Park campus. This means, taking technology and the power of social media seriously. As the president of my community association I manage our Facebook and Twitter accounts and have witnessed firsthand how these tools can mobilize communities. Our campus community is no different. Take for example, the #abpse hashtag which has been all but ignored during this election campaign. If information about the state of post secondary education is not where Albertans are looking for their news, and if faculty and faculty associations across the province are not putting it there, then it our job to do so. I will work hard to encourage faculty to communicate the value of post secondary both materially and electronically, while organizing rallies and other events designed to promote a healthy, vibrant, and accessible post secondary experience for all Albertans. Thank you for your consideration.