

## MRFA Committee Campaign Statements, May 2014

### The Following Members Have Been Acclaimed:

#### **Academic Liaison Committee**

Health And Community Studies: Pat Kostouros (Child and Youth)

Arts: Maki Motapanyane (Humanities)

Communications: Janet Hamnett (Public Relations)

Teaching and Learning: Glen Ryland (GenEd)

#### **Advocacy Committee**

Brian Nichols (Humanities)

Jocelyn Rempel (Nursing)

Liam Haggerty (Humanities)

#### **Bylaws Committee**

Qasim Syed (Math, Physics and Engineering)

Paula Dozois (Interior Design and Art History)

#### **Faculty Evaluation Committee**

Margaret Brown (Management and Human Resources)

Frederick Ulmer (Sociology and Anthropology)

Robert Surdu (Humanities)

#### **Nominations Committee**

1 year terms:

Bissett School of Business: Susan McManus (Management, Marketing and HR)

Faculty of Science and Technology: Bill Scott (Math, Physics and Engineering)

Library: Alice Swabey (Library)

2 year terms:

Faculty of Arts: Scharie Travcer (Justice Studies)

Faculty of Communication Studies: Sandi Braun (Public Relations)

Faculty of Health and Community Studies: Murray Holtby (Nursing)

Faculty of Teaching and Learning: Miriam Carey (ADC)

#### **Professional Standards and Governance Committee**

Bill Glanzman (Sociology and Anthropology)

Frederick Ulmer (Sociology and Anthropology)

Jack Dobbs (Counselling)

#### **Academic Scheduling Committee**

Emily Hutchison (Humanities)

**Alumni Advisory**

Ravdeep Batth (Chemistry)

**Faculty Leave Committee**

Sonya Flessati (Counselling)

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**Communications Committee**

**Two positions with two year terms.**

**All Regular Members are eligible.**

Continuing Members: Carol Krol (Sociology and Anthropology), Sarah Banting (English), and Kirk Niergarth (Humanities)

***Ken Cummins (Chemistry)***

I have no academic qualifications in communications since chemistry involves molecules which don't communicate as we do.

I have been alive for a long time, and over this time period my communication skills have greatly improved, so this life-long experience may be of some benefit to the communications committee

***Ruth Murdoch (Broadcasting/Theatre, Speech and Music Performance)***

I have been on the Communications Committee this past year and am proud of the work we have done. We initiated new ways to communicate with Faculty such as 'News to Use' and 'MRFA Headlines' as well as kept Department Communicators informed. I would like to continue building on these activities. I also think my background in communications is an asset.

***Sandra Braun (Public Relations)***

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**Diversity Committee**

**Three positions with two year terms.**

**All Regular Members are eligible.**

Continuing Members: Renae Watchman (English), Douglas Murdoch (Psychology), Leah Hamilton (General Mgmt, HR and Marketing), and Aliyah Mawji (Nursing)

***Brian Nichols (Humanities)***

I joined the Humanities department two years ago and my general area of teaching and research is Asian religion and culture. I am driven in both my teaching and research to foster cross-culture understanding. I would

like the opportunity to further that commitment by joining the MRFA Diversity committee to advocate for more proactive measures to make MRU a more inclusive place to work and study. As a university we should serve as a model of inclusivity where students and faculty of diverse backgrounds and identities can feel welcome and free to express themselves and contribute to the community in diverse ways.

### ***Deanna Wiebe (Aviation)***

I am interested in being part of the Diversity Committee. I am a graduate of the Aviation Diploma at Mount Royal College in 2001, and returned to work in the Aviation program in 2009 at the Springbank Campus. In 2013 I moved into a tenure-track faculty position. I'm looking forward to involvement with the MRFA in the coming year.

### ***Enrique Lopez (Languages and Cultures)***

I think I can bring diversity to this important committee. I have spent at least 10 years each living in three different countries (Spain, UK and Canada). I am a tricultural and bilingual citizen who carries two passports. My academic research is also multidisciplinary. While my specialization is on contemporary Gender Literature and Cinema from Spain and the Spanish Caribbean, I have also recently been officially cross-appointed with the Department of General Education, where I have developed a successful course based on the concept of transnationality. In other words, diversity constitutes an integral part of my current work at MRU and my life. I would be honoured to serve two full years on the Diversity Committee. Gracias (Thanks).

### ***Maki Motapanyane (Humanities)***

Dear Colleagues, I am seeking election as a member of the MRFA Diversity Committee for the coming academic year. I am an Assistant Professor of Women's Studies in the Department of Humanities, with an enduring interest in workplace equity, institutional diversification and inclusion policies. In addition to conference presentations, research and teaching on equity policies and the use of diversity language in academic settings, I recently served a short term as Co-Chair of the Faculty of Arts Diversity Committee (W 2014).

While serving as Co-Chair of the Faculty of Arts Diversity Committee, an action item list was developed to guide the committee in the years ahead. The agenda items planned include collaboration with the Department of Human Resources and the Office of Diversity and Human Rights to mainstream discussion and training around employment equity at MRU. The committee will also advocate for more extensive diversity related data collection through the Department of Human Resources and other relevant departments and groups in the university. For instance, at the moment, the only clear demographic data we have on MRU community members (based on HR numbers) are binary gender-focused (women/men ratio), excluding a breakdown by type of position/s or seniority. Any efforts we will be making in the years ahead to meet university strategic plans, visions and policies where diversity and inclusion are concerned, will require

having more data than what is currently available so that we can better understand the landscape within which we are working. The Faculty of Arts Workplace Engagement Survey (2014) is one of many other ways we might endeavour to collect more demographic and climate related data. Educational initiatives and capacity building related to employment equity for TPCs is yet another important support mechanism that can be developed in the coming years.

My scholarship and teaching in the sphere of institutional diversification has centred on university equity policies and the language of diversity more broadly. I would welcome the opportunity to continue serving the university in this capacity, and to contribute this background to the great work already being done by colleagues serving the MRFA Diversity Committee. I extend a warm thank you for your consideration of my nomination!

***Mohammed El Hazzouri (Management, Marketing and Human Resources)***

My name is Mohammed El Hazzouri and I would like to serve as a member of the MRFA Diversity Committee. I began working at Mount Royal University in August 2012 as an Assistant professor of marketing, Bissett School of Business. I am motivated to serve on the Diversity Committee for two major reasons. First, the growth that MRU witnessed over the last few years has created some challenges and opportunities related to inclusion. I believe that as our campus grows to be more diverse, it is becoming more important to be proactive in promoting student, faculty, and staff inclusion practices. Second, over the years I have developed robust understanding of diversity related issues given that my research area is related to inclusion and representation of gender and ethnic minorities. In brief, I believe that I have the motivation, the ability, and unique insights to add value to the work done by the MRFA Diversity Committee.

***Namrata Khemka-Dolan (CSIS & Information Design)***

Despite my short history with MRU I have been struck by how open and egalitarian all of the students and faculty have been. To that end I would like to run for a spot on the Diversity Committee so that I can help ensure that all others, students and faculty alike, are able to experience the same warm welcome that I have had the opportunity to experience. I am cross appointed between the Computer Science and Information Design departments and, although I have not had the privilege to serve on a Diversity Committee in the past, I bring with me a lifetime of relevant first hand experience, acquired being an immigrant from India, as well as a strong belief that diversity helps to strengthen communities.

***Shawn England (Humanities)***

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## **Educational Grants Committee**

**Two positions with two year terms.**

**All Regular Members are eligible.**

Continuing Members: Pat Kostouros (Child and Youth Studies) and Donna Lazdowski (General Mgmt, HR and Marketing)

### ***Janet Miller (Counselling)***

#### ***Jocelyn Rempel (Nursing)***

I am an Associate Professor in the School of Nursing and Midwifery at Mount Royal University and have been teaching here for over seven years. I am interested in becoming a member on the Educational Grants Committee because I feel that it strongly supports students and faculty alike. I believe that I would bring forth an unbiased and transparent approach as we make fair and equitable decisions. Thank you for your consideration.

### ***Kathy Offet-Gartner (Counselling)***

#### ***Peter Choate (Social Work and Disability Studies)***

I am an Assistant Professor in Social Work. I have been a sessional, limited term and now entering a tenure track position. I have been at MRU since 1996 teaching in social work and, in my early years here, in Continuing Education. For me, professional development is at the core of how we as faculty and as an institution progress. This should be a process that honours the diversity and breadth of the university. In my view, it should also be highly transparent. My experience in various roles helps to create a view of the multiple audiences that MFRA serve. Thank you for considering me.

### ***Roberta LaHaye (Math, Physics and Engineering)***

I have been with the department of Math, Physics and Engineering at MRU for over ten years. I have served on the PD committee and the Faculty Evaluation Committee. It would be a pleasure to serve on the Educational Grants Committee as well.

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## **Ethics Committee**

**Two positions with three year terms.**

**Tenured Members are eligible.**

Continuing Members: Jack Dobbs (Counselling), Jocelyn Lehman (Nursing), Richard Harrison (English), and Bev McLeod (Psychology)

You may select **up to 2** of the following options.

Click on the **view details** link next to each option to view its photo and/or supporting statement.

### ***David Ohreen (GenEd)***

For the past two years, I have been an active member of the MRFA Advocacy Committee. As my term is coming to an end, I would like to expand my role in the MRFA by being considered for the Ethics Committee. As professionals we often have wider duties to our colleagues and institution beyond teaching, scholarship, and service. Sometimes our duties to self and others conflict in unanticipated ways causing ethical dilemmas. Having studied ethics over the past 20 years with an active scholarship program in moral psychology, I believe my background would be a valuable asset in understanding and deciding on the complex moral issues that come before the committee. To this end, I offer the committee my expertise, knowledge of MRU, and personal commitment to fairness and justice.

### ***Jane McNichol (Public Relations)***

### ***Ken Cummins (Chemistry)***

I have not taken any courses dealing with ethics and my chemistry degrees do not have anything to do with ethics.

I have been alive for a long time and consequently I have learnt lots about human behaviour, so this life-long experience may be of some benefit to the ethics committee

### ***Miriam Carey (Academic Development Centre)***

I am running for a position on the MRFA Ethics Committee, the responsibility of which is to manage the bylaws related to ethical behavior on the part of our membership and to adjudicate disputes as and when they arise. Fortunately, in this last year, the Ethics Committee did not receive any formal complaints, so those of us on the Committee found ourselves contemplating more educative opportunities with which to communicate with the MRFA membership.

I was elected to the Ethics Committee for a one year term last year, and would like to continue to serve our membership in this capacity. I was also elected to the Ethics Committee for the period of 2007-2009 and was part of the team which began the revision of our ethics bylaws at that time. So I have had experience serving on this very important standing Committee of our Association, and I think I would bring both experience and perspective to the role.

As many of you know, my background is in political science with particular focus on policy development and analysis. I taught exclusively in the Department of Policy Studies for the first several years of my employment here at MRU, and have more recently been seconded to the Academic Development Centre where I have met, and consulted with, colleagues from across our university facing a variety of challenges and opportunities in their day-to-day experiences. Some of these challenges have had ethical overtones; I believe I have been a good support to those

colleagues and have referred them, when appropriate, either to the MRFA President, the VP Policy and Grievance Officer, or the Chair of our Ethics Committee.

In addition, I have ongoing and wide-ranging experience within the MRFA itself. As Secretary on the MRFA Executive Board from 2005-2007, I became aware of the contextual and institutional factors impinging upon the interests of the MRFA, and worked with the team to modify our bylaws, and various of our processes to accommodate changes in our environment. In anticipation of a larger faculty community as we moved into transition to a university, I was also responsible for the renovation of the Faculty Centre, which was completed on time and was fully paid off several years ago. I have served the MRFA in other ways as well, sitting as our representative to the university's Personal Harassment Committee (2010-2012), on our Bylaws Committee (2008-2010), and on the Rights, Responsibilities, and Respect Committee (2004-2007) as an MRFA representative during which tenure I chaired a Human Rights Investigatory Committee (2004). In addition to my service within our Association, I have been a Board Member of the Office of Student Conduct since 2005 and have served on many other Faculty and University Committees as well.

Additionally, I volunteer as a Bencher for The Law Society of Alberta and as a Director of the Calgary Humane Society, in which capacities I am engaged in policy development. The Benchers of The Law Society regulate Alberta lawyers (do policy work) and adjudicate disputes and complaints raised against lawyers (deal with grievances). I have been a Bencher for the last five years and have learned much about procedural fairness, adjudication generally, and conflict management in this volunteer capacity.

In my opinion, my practical experience, both on campus and off, gives me both the experience and the perspective to contribute to our Ethics Committee, and I believe I am well placed to fulfill that role.

Please feel free to contact me if you have any questions or would like to discuss my candidacy for this position. My email address is [mcarey@mtroyal.ca](mailto:mcarey@mtroyal.ca), and my phone extension is 7038.

***Paula Dozois (Interior Design and Art History)***

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## **Faculty Evaluation Committee**

**Three positions with two year terms.**

**2 must be tenured.**

Continuing Members: Ben Kusi-Sekyere (Policy studies), Michael Pollock (Biology), Antoine Eche (Languages and Cultures), and Kathryn Brownsey (Interior Design and Art History)

***Frederick Ulmer (Sociology and Anthropology)***

***Jane McNichol (Public Relations)***

***Margaret Brown (Management and Human Resources)***

***Robert Surdu (Humanities)***

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## **Negotiating Committee**

**Two positions with two year terms.**

**All Regular Members are eligible: one must be tenured.**

Continuing Members: Brady Killough (Math, Physics and Engineering) and Karen Manarin (Vice President Negotiations - English)

### ***Jennifer Pettit (Humanities)***

My name is Jennifer Pettit and I am running for the MRFA's Negotiating team. I came to MRC in 1997 when I was hired as a contract instructor in the Department of Humanities. In 1999 I was hired into a full-time position and I am currently Chair of the Department. During my time at MRC/U I have served on a range of MRFA, Faculty of Arts, and institution-wide committees. These have included Ed Grants, Academic Council, General Faculties Council, Legacy, Social, Code of Conduct, etc. I have also served on the MRFA Professional Development Committee for many years and I have acted as one of the co-organizers for the annual faculty retreat for over a decade in total. I currently also sit on the agenda committees for Chair Assembly (where I am Speaker) and GFC (where I am Vice-Speaker). I have also served as the VP's appointment on a committee that is dealing with the Scheduling grievance. Most relevant though, is my experience on the Negotiations team; I am currently in my second year of service on Negotiations and I am Vice-Chair of the committee. Given this background, I believe I am well situated to serve on the Negotiating team. I am interested in serving for a number of reasons:

1. Sitting on the Negotiating Committee for the past two years has provided invaluable experience.
2. Acting as chair has made clear to me that MRU is still very much an institution in transition and that more work remains to be done, much of which must make its way into the Collective Agreement.
3. Having served on a variety of committees related to the new criteria for tenure and promotion (including the Faculty of Arts Service Criteria Committee, the Faculty of Arts Teaching Criteria Committee, and Chair of the Department TPC), I am very familiar with the changes made to rank and promotion and the impact that these changes have had (and continue to have) on both newly hired and tenured instructors at MRU.



4. Serving on the department's contact hiring committee (and having once been a contract employee at MRC) has made me aware of the needs and concerns of contract faculty members.
5. I am very interested in the budgeting process and my term as Chair over the past five years has provided me with experience dealing with and understanding large budgets. While the budget is not directly part of the Collective Agreement, it certainly shapes what happens therein.
6. Having served on numerous hiring committees (25 full time and many part-time in the last five years alone), I recognize the importance of having hiring, workload, etc. protected by the Collective Agreement.

I hope you will consider voting for me to serve as a member of the Negotiating team. If you have any questions, please do not hesitate to contact me.

***Jim Silovs (General Management, Marketing and Human Resources)***

My name is Jim Silovs and I am seeking election to the MRFA Negotiating Committee as a regular member of the Association. I am currently in my sixth year as a full-time Assistant Professor with the Bissett School of Business (four years as a term-certain faculty member and two as a tenure-track faculty member and Assistant Chair). Before being appointed as a full-time faculty member of the Bissett School of Business, I was employed for five years as a contract-faculty member. Over the past 11 years at MRU I have sat on, and played an active role on, a number of Bissett and MRU committees including General Faculties Council (as both a contract-faculty representative and a full-time faculty representative), the GFC By-laws and Striking Committee, the Financial Exigencies Committee (as MRFA representative appointed by the Association) and the Bona Fide Education Requirements Committee. In addition to my employment with MRU, I am a member in good standing of the Law Society of Alberta with over 17 years practice experience, the bulk of which has been spent negotiating and drafting service agreements supporting major commercial transactions in the for-profit and not-for-profit sectors.

I believe that all members of the Negotiating Committee must possess a strong and informed voice to ensure that the interests of the Association are maintained in all matters falling under the mandate of this committee. I am confident that my understanding of MRU, the role that the MRFA plays at MRU and the faculty contribution necessary for the successful operation of the institution coupled with my drafting experience and ability to effectively engage in interest-focused bargaining will allow me to succeed and excel as a member of this committee.

Thank you for your consideration of my nomination for this committee.

### ***Kelly Sundberg (Justice Studies)***

I'm Kelly Sundberg, an Associate Professor and former Chair in the Department of Justice Studies. Prior to working at MRU, I served 14 years in various positions with what is today the Canada Border Services Agency (CBSA). While employed with the CBSA, I served a two-year term as the Alternate National Vice President - Alberta, Northwest Territories, and Nunavut for the Canadian Employment and Immigration Union (CEIU), and four years as the Chief Shop Steward - Calgary Immigration Enforcement Unit for the Customs and Immigration Union (CIU). As both an Alternate National Vice President and Chief Shop Steward, I became very involved in collective bargaining at a regional level. In addition to my duties at MRU and past experience with the Government of Canada, I currently serve as the President of the SAFE Design Council – a federal non-profit organization focused on the application of environmental crime reduction scholarship within the built environment. In all regards, I am very well versed in both collective bargaining, university affairs, and general business negotiation. If elected by the MRFA membership, I will draw from my past experience and vigorously negotiate with MRU to ensure our Collective Agreement serves all our interests, as well as ensure we are fairly remunerated for our work.

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### **Professional Development Committee**

**Four positions with two year terms.**

**All Regular Members are eligible.**

Continuing Members: Katharine Barrette (Library), Sally Haney (Journalism), Jarett Henderson (Humanities), Aida Patient (English), and Rod Corbett (Academic Development Centre)

### ***Ashok Krishnamurthy (Math, Physics and Engineering)***

My name is Ashok Krishnamurthy and I am running for a MRFA Professional Development Committee position. I am an Assistant Professor in the Department of Mathematics, Physics and Engineering. One my activities last year has been organizing a 1-day conference celebrating the 'International Year of Statistics' (event held on Nov 29, 2013. <http://blogs.mtroyal.ca/mpecolloquium/?p=425> ). We had eleven invited speakers from various disciplines. Our plenary keynote speaker was Dr. Karen Kopciuk (Research Scientist/Statistician, Population Health Research, CancerControl Alberta, Alberta Health Services and U of C). Dr. Karen gave a talk on "Why statistics is crucial in the fight against cancer".

The global statistics community decided that the celebrations continue in 2014 in the form "The World of Statistics" Activities (<http://www.worldofstatistics.org/> ). If I am elected I will begin a initiative to continue and extend the work to a 2-day conference (Oct-Nov 2014) involving all members of the MRFA and in particular involve all new faculty.

Thank you for your time and consideration.

***Bill Glanzman (Sociology and Anthropology)***

I am successfully finishing my second year of my two-year term on this committee. I particularly enjoy all aspects of this important committee in all of its activities. I am and have been an avid attendee of all of the Get Crackin' events, and over the past two years I have enjoyed helping to plan for those events as well as partake in the various timely discussions on topics of particular interest to all faculty. I am running again for another two-year term, and look forward to serving the interests of all of the MRFA members.

I now seek your support to be re-elected as a member on this very important committee, to ensure all members of the MRFA continue to receive the opportunities that we all need to improve and enhance our professional development.

***Brenda Lang (General Management, Marketing and HR)***

I have been a contract faculty member in Bissett since 2002, and I am currently in the second year of my two-year term as the contract faculty representative on the MRFA Executive. From 2009 to 2013, I had the opportunity to work with Elaine Mullen, Pat Kostouris, and Rod Corbett of the ADC to develop and facilitate the ISPT program (Instructional Support Program for Part-time Faculty). As a member who has attended various professional development events organized by the MRFA Professional Development Committee, I am eager to give back by joining the PD Committee to contribute to the diverse PD offerings for our faculty. I would really appreciate your support.

***Enrique Lopez (Languages and Cultures)***

I have been involved in the Professional Development Committee in the past few years. I think I can bring experience and more new ideas for such a vibrant committee. If given the opportunity to be a part of the committee, I will carry on my work doing what I really love: to serve YOU different and amazing events.

***Janet Miller (Counselling)***

It has been a pleasure to be involved in coordinating and delivering professional development activities for our MRFA members, and I would welcome the opportunity to continue on in this role. As a member of the PD Committee, I have mostly been involved with organizing the February PD Day sessions, and hope to see a November PD Day added to our annual offerings. I am in full support of continuing on with the tradition of an off-campus Spring retreat, and if chosen, I will work to broaden that event to engage a larger proportion of our members.

***Justine Huet (Languages and Cultures)***

This is my second year teaching at MRU and I would like to be part of the professional development committee for several reasons.

I am passionate about teaching and I am constantly striving to create an engaging learning and teaching atmosphere for both my students and myself. Through the various ADC workshops I

attended this year, the lively discussions I had with my colleagues during our meetings and the engaging (sometimes unnerving) material I discovered, I started to rethink my teaching approach and philosophy. I am constantly learning about myself as a professor and I want to be more involved in the building of our teaching community.

***Marlene Kingsmith (Child and Youth Studies)***

***Mohamed El Hussein (Nursing)***

I am interested in membership on the Professional Development Committee as I believe I possess skills, knowledge and abilities which will be an asset to the committee and the Mount Royal community. I believe I am a passionate teacher and scholar seeking out innovation in engagement at multiple levels. My own experience with professional development forms the basis of how I believe this area contributes to individual and collective excellence. I am a hard worker and committed to the tasks of the committee, and would support the current mandate and strategic goals as well as providing relevant and important input from constituents into future expectations and goals. I am organized and my international, SOTL, research/scholarship, and development experience would be a complementary asset to the current committee team. I look forward to being considered for this opportunity.

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**Social Events Committee**

**Three positions: two with two year terms and one position with a one year term.**

**All Regular Members are eligible.**

Continuing Members: Jennifer Hooper (Nursing) and Liza Choi (Nursing)

***Dennis Valdez (Physical Education and Recreation Studies)***

As a faculty member in the Department Physical Education and Recreation Studies, I teach, live, and work in environments where positive social interaction, teamwork, and “fun” are considered critical elements to overall wellness. As an interim member of the MRFA Social Committee since Nov 2013, I learned how this committee strives to inspire a culture among all faculty that values these elements that contribute to overall wellness. Previous experience with our department’s Boredom Busters Committee, current involvement with the Corporate Challenge Committee, active participation in team sports and leadership building activities, provides me with countless ideas for event themes and activities that I would love to share. Last, no one does the “water-sprinkler” dance better!

***Kathy Offet-Gartner (Counselling)***

### ***Michele Holmgren (English)***

I have a great deal of experience planning social events, and have a reputation on and off campus for being “the hostess with the mostest.” I believe in fun, frivolity and, most importantly, food. I was on the social committee from 2008-2010 and chaired it in 2010. During my time on the committee, our team organized many memorable social events, including a Bollywood-themed party, a Mariachi band, an Olympic-themed tenure party, an Irish pub night, complete with traditional music “session.” I would like to see more sport-related activities (bocce, slow-pitch) that will encourage more full-time and limited term members to attend. My longstanding ambition is to bring a fountain (chocolate or Champagne) to the Faculty Club (with due regard for economy, of course!)

### ***Namrata Khemka-Dolan (CSIS & Information Design)***

People of MRU! I, Namrata Khemka-Dolan, would like to throw in my hat for election to the Social Events Committee. I believe that one of the best things about MRU is how tightly knit the community is, and I wish to do my part to continue that great sense of community forward into the upcoming years. Within my joint appointment role for the Information Design and Computer Science departments I have acquired valuable experience bridging the gap between departments which, combined with my previous experience in grad school (as the VP for Social Events and President for Computer Science Graduate Society), I believe would be invaluable in planning events meant to span the entire faculty.

So remember, vote NKD for Social Events Committee!

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## **MRU Child Care Centre Board**

**One position with a two year term.**

**All Regular Members are eligible.**

Outgoing member: Janet Miller (Counselling)

### ***Helena Myllykoski (Nursing)***

It is with enthusiasm that I accept the nomination for a position on the Day Care board within the MRU/MRFA joint Committee structures.

Having been employed with Mount Royal University since 1997 I have gained a spirited and fervent appreciation for the day care operations and services they provide to those youngest members of our MRU community. The importance of community and engaging with various community members is indeed, the most important part of my work and how I shape my teaching practice here at MRU. My contacts with MRU Day Care have been numerous and varied including both personal and professional relationships with this essential part of our community.

My involvement at the MRU Day Care has been both personal and professional over the years with both my own children attending from 1997-2011 and teaching nursing students involved in a community capacity building project with the staff and families at this exceptional centre.

The Day Care centre acts as a community extension to our everyday lives as faculty and staff. It is an exemplary example of community support in a symbiotic union of academic excellence. It is a vital symbol of our institution's commitment to employees, students and the wider community.

As the MRU Day Care provides the highest quality of services to children and families, plays a vital role in community capacity I offer my ardent and enthusiastic efforts as a member of this board.

### ***Kerri Alderson (Nursing)***

As a full time faculty member in the School of Nursing and Midwifery and as a parent of a child currently attending the Mount Royal University Child Care Center (MRUCCC), I am very interested in representing MRFA members on the MRUCCC Board. I have had a history as a parent of a child attending the daycare since 2009, and have remained on the MRUCCC Board as a Parent Representative for three years. I look forward to the opportunity to apply my awareness from my previous history with the Board in this new role with the MRFA, and maintain open communication and represent interests between both.

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## **Personal Harassment Committee**

**One position with a five year term.**

**All regular members are eligible.**

Refer to policy 1704 for more information

Continuing Members: Helena Myllykoski (Nursing) and Katherine Janzen (Nursing)

You may select **one** of the following options.

### ***Miriam Carey (Academic Development Centre)***

I am running to represent the MRFA membership on the university's Personal Harassment Committee. This university standing committee arose out of the work of its predecessor, the Rights, Responsibilities, and Respect Committee, on which I sat as a MRFA representative from 2004-2007. The R3 Committee identified the lack of a procedural mechanism within our university to deal with harassment and undertook the challenge of designing Policy 1704 (2008) which now defines harassment and the procedures by which we deal with it, principally through the Personal Harassment Committee. I was elected as the MRFA representative to the Personal Harassment Committee for 2010-12 and received some initial training in its process at the start of my term.

I would like to continue to serve our membership in this capacity. While our own membership is well governed in our behavior through our Ethics Bylaws, our students and staff colleagues may not be so well protected. I am a firm believer in the totality of our MRU community and see the Personal Harassment Policy and Committee as a broader mechanism of ensuring the safety and comfort for all of us during our time at MRU. I also believe that we faculty members can take leadership roles through serving on university committees and speaking, courageously, truth to power. Therefore, I hope that you will select me to represent our membership on this very important university committee.

As many of you know, my background is in political science with particular focus on policy development and analysis. I taught exclusively in the Department of Policy Studies for the first several years of my employment here at MRU, and have more recently been seconded to the Academic Development Centre where I have met, and consulted with, colleagues from across our university facing a variety of challenges and opportunities in their day-to-day experiences. Some of these challenges have had either ethical or harassment overtones; I believe I have been a good support to those colleagues and have referred them, when appropriate, either to the MRFA President, the VP Policy and Grievance Officer, the Chair of our Ethics Committee, or to our Associate VP Human Resources who has responsibility for the university personal harassment policy.

In addition, I have ongoing and wide-ranging experience within the MRFA itself. As Secretary on the MRFA Executive Board from 2005-2007, I became aware of the contextual and institutional factors impinging upon the interests of the MRFA, and worked with the team to modify our bylaws, and various of our processes to accommodate changes in our environment. In anticipation of a larger faculty community as we moved into transition to a university, I was also responsible for the renovation of the Faculty Centre, which was completed on time and was fully paid off several years ago. I have served the MRFA in other ways as well, sitting, as mentioned, as our representative to the university's Personal Harassment Committee (2010-2012), on our Bylaws Committee (2008-2010), and on the Rights, Responsibilities, and Respect Committee (2004-2007) as an MRFA representative during which tenure I chaired a Human Rights Investigatory Committee (2004). In addition to my service within our Association, I have been a Board Member of the Office of Student Conduct since 2005 and have served on many other Faculty and University Committees as well.

Additionally, I volunteer as a Bencher for The Law Society of Alberta and as a Director of the Calgary Humane Society, in which capacities I am engaged in policy development. The Benchers of The Law Society regulate Alberta lawyers (do policy work) and adjudicate disputes and complaints raised against lawyers (deal with conflicts, complaints, and grievances). I have been a

Bencher for the last five years and have learned much about procedural fairness, adjudication generally, and conflict management in this volunteer capacity.

In my opinion, my practical experience, both on campus and off, gives me both the experience and the perspective to contribute to the Personal Harassment Committee, and I believe I am well placed to fulfill that role.

Please feel free to contact me if you have any questions or would like to discuss my candidacy for this position. My email address is [mcarey@mtroyal.ca](mailto:mcarey@mtroyal.ca), and my phone extension is 7038.

Thank you for your support.

***Scharie Travcer (Justice Studies)***

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## **Review and Interpretation of the Collective Agreement Committee**

**One position with a two year term.**

**All regular members are eligible.**

Refer to the MoU in the Collective Agreement for more information.

Continuing Member: Gerard Lucyshyn (Policy Studies)

***Carol Krol (Sociology and Anthropology)***

I have been teaching Anthropology at Mount Royal for 22 years, first as a Sessional Instructor, then as a Part-time Instructor, and now as a Fixed-term (Contract) Lecturer. I have also been involved with GNED (Cluster 3) since courses were first offered in 2008. My past service/committee work includes Part-time Representative (Department of Sociology and Anthropology); Part-time Representative (Arts Faculty Council); Faculty Councillor (General Faculties Council); Part-time Faculty Task Force Member; and Part-time (Contract) Representative on the 2012-2013 Provost and VP Academic Search Committee. I am currently a Faculty Councillor on the Executive Committee of the GFC, and the Contract Faculty Representative on the MRFA Communications Committee. I will be starting a new 2 year term as Faculty Councillor on the General Faculties Council this August, and continuing as Contract Faculty Representative on the MRFA Communications Committee. I am deeply familiar with the Collective Agreement in many of its past incarnations, as well as the current document, and I understand its importance to all faculty members. I believe that my experience at Mount Royal over the past two decades would be a valuable asset to the Review and Interpretation of the Collective Agreement Joint Committee. The Collective Agreement is not just an important document; it is Mount Royal University's "Prime Directive". Respectfully submitted, Carol F. Krol

***Irene Shankar (Sociology and Anthropology)***



## **Transportation Advisory Committee**

**One position with a two year term.**

**Only Contract faculty members are eligible.**

Continuing Member: Frank Cotae (Entrepreneurship, Nonprofit, and International Business)

***Jennifer Solinas (Justice Studies)***

***Krista Whitehead (GenEd)***

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