



Mount Royal Faculty Association 2018 Annual General Meeting

May 11, 2018

Committee Reports

Contents

Academic Liaison Committee Annual Report	3
Advocacy Committee Annual Report.....	4
Awards Committee Annual Report	6
Bylaws & Governance Committee Annual Report.....	7
Communications Committee Annual Report.....	8
Diversity & Equity Committee Annual Report	9
Faculty Evaluation Committee Annual Report.....	11
Faculty Centre Management Committee Annual Report	13
Grants Committee Annual Report	14
Negotiating Committee Annual Report	15
Nominations Committee Annual Report	17
Professional Development Committee Annual Report	18
Professional Standards & Ethics Committee Report	22
Social Events Committee Annual Report	24

Academic Liaison Committee Annual Report

MRFA Annual General Meeting

May 11, 2018

Committee Membership

Allison MacKenzie	Chair
Milena Radsikowska	Faculty of Business & Communication Studies
Namrata Khemka-Dolan	Faculty of Science & Technology
Erik Christiansen	Library
Breda Eubank	Faculty of Health & Community Wellness
Shawn England	Faculty of Arts
Glen Ryland	General Education

Activities

Pre General Faculties Council caucuses

Academic Liaison Committee (ALC) met monthly both in-person and online one week in advance of each General Faculties Council (GFC) meeting to review the agenda package and to identify agenda items that would impact on members' employment conditions. Feedback on GFC materials was collected and shared among the committee members who then worked to engage their academic areas in caucuses and discussions about the identified issues. ALC members then collected feedback from Faculty in their respective academic areas and submitted it back via electronic channels to other committee members. Information collected was ultimately shared with interested councilors and Faculty at the pre GFC caucus each month. Attendance at the pre GFC caucuses was strong and steady throughout the year, ranging from six to 15 faculty members.

ALC GFC Event

In March 2018, prior to the GFC Faculty Councilor elections, ALC held a panel (Namrata Khemka-Dolan, Christian Cooke and Charles Hepler) presentation for potential GFC electoral candidates to explore onboarding to GFC and how to maximize personal effectiveness during a new councilor's first year as a GFC councilor.

Continuance of the informal GFC Councilor matching program

ALC continued the informal GFC Councilor matching program whereby an experienced Faculty GFC councilor volunteer is paired with a new councilor to assist with knowledge acquisition. Two new partnerships were established in 2017/18. This is an area that continues to require renewed focus in 2018/2019.

Respectfully submitted,

Allison MacKenzie, Chair, Academic Liaison Committee

Advocacy Committee Annual Report

MRFA Annual General Meeting

May 11, 2018

The Advocacy Committee of the MRFA met monthly throughout the year in order to implement the Advocacy Goals approved by the membership. The members of the committee for 2017-18 were: Michael Truscello (chair), Brenda Lang (Communications Officer), Kimberly Williams, Jessie Loyer, Christian Cook, Sean Carleton, Joy Chadwick and Mandana Sobhanzadeh.

Listed below are some of our key accomplishments for this year:

1. The Committee organized activities in conjunction with the Canadian Association of University Teachers (CAUT) Fair Employment Week (October 23-27). This event focuses on raising awareness around the inequities faced by contract faculty members across the country. Rob Platts and Brenda Lang designed a game to test students and faculty of their knowledge of contract faculty at MRU; this game was hosted on main street during FEW. The Committee submitted a press release for local media. Posters from CAUT adorned the campus, and postcards with information and actions to be taken were distributed.
2. When 12,000 college instructors in Ontario went on strike in Fall 2017, the MRFA authorized a \$2000 donation to OPSEU. At the urging of the Advocacy Officer, \$1000 was sent as a donation and the other \$1000 contributed to feeding members of OPSEU Local 562 on the picket line; this action was publicized on their and our social media. The idea was to generate a visible sign of inter-association solidarity.
3. The dormant Twitter account (<https://twitter.com/MRUFaculty>) was revived to become a regular source of MRFA and general labour-related news. We have increased our number of followers to 444, focusing on Alberta media personalities and politicians, as well as labour advocates and allies. In the 28 days before the completion of this report, our tweets earned 11,300 impressions. Some of our most successful tweets have engaged the strike of CUPE 3903, which is part of a deliberate effort to connect with faculty associations across the country and especially Alberta. As a result of our Twitter activity, the MRFA was approached by a candidate for the leadership of the Alberta Party; this communication resulted in a meeting on campus.
4. In February, the Committee organized its fourth annual Advocacy Week (February 26 to March 2). The theme for 2018 was "Sustainable Funding for a Just System." Events open to the public included the following: On Monday, February 26 and Friday, March 2 from 10am to 2pm, the art installation "Remember | Resist | Redraw: A Radical History Poster Project" was hosted on the main street of the Lincoln Park Campus. The exhibit has been featured on CBC and in Canadian Dimension magazine. According to The Graphic History Collective, the posters featured "alternative perspectives on well-known historical events, and highlights the histories of Indigenous peoples, women, workers, and other oppressed people who are often overlooked or marginalized in mainstream historical accounts." On Tuesday, February 27 in the Ideas Visualization Lounge of the Riddell Library and Learning Centre from 2pm to 4pm, visitors were encouraged to watch *Junct: The Trashing of Higher Ed. In America*, a documentary film in development that explores the crisis of "adjunctification" of American universities. The

filmmakers joined us via Skype from Philadelphia, after the screening. Monday through Friday from 8am to 10am of Advocacy Week, visitors were encouraged to catch a screening of the 2016 Canadian documentary *Migrant Dreams*, which “takes you into the world of migrant women who have left home to work in Canada to support their families.” This film, awarded the 2017 Canadian Hillman Prize for Journalism and a selection of the Hot Docs festival, played in the Ideas Visualization Lounge of the Riddell Library and Learning Centre. On Friday of Advocacy Week, the Committee hosted a discussion about advocating for a better taxation regime in Alberta. Later, the Committee participated in a social event to cap off the week. The Committee encouraged everyone to tweet about Advocacy Week combining the hashtags #BeAnAdvocate and #ABPSE.

5. The MRFA Advocacy Officer continues to be part of the MRU Coalition, established in 2014 as a way to unite the MRFA, the MRSA, and SAMRU in our advocacy efforts, and meets with this committee regularly. The Advocacy Officer also participated in the Labour Code Transition Committee and the Bylaws and Governance Committee.

Submitted by,

Michael Truscello

Awards Committee Annual Report

MRFA Annual General Meeting

May 11, 2018

Awards Committee Members:

Pat Kostouros, Chair

Marlene Kingsmith, MRFA Member Emeritus

Margaret Brown, FEC Representative

Micheline Maylor, Previous Award Recipient

Cordelia Snowdon, Student Representative

Committee Activities

1. Teaching Excellence Awards - 2017

In Spring 2017, the 2016-2017 Awards Committee Chaired by Elaine Mullen, announced and promoted the MRFA Teaching Excellence Award. The committee met to review the nominations for full time and contract faculty. The Committee selected Christian Cook (Full time) and Michelle Briegel (Contract) as recipients of the MRFA's Teaching Excellence Awards. Christian and Michelle were recognized for this award at the Fall 2017 Toast to Achievements – Tenure, Promotion and Awards Celebration.

2. Teaching Excellence Awards – 2018

The committee is currently receiving nominations for the 2018 Teaching Excellence Awards. Nomination timelines were adjusted this year to allow members more time to prepare and submit their nominations packages. Nominations are now due on the last Friday of May and nomination packages are due by the last Friday of August. Recipients will be selected in September and recognized at the Fall 2018 Tenure, Promotion and Awards Celebration

3. Distinguished Service Award

The committee is no longer involved in the MRFA DSA. Given the nature of the award and related processes, it was determined that the MRFA Executive Board was better positioned to determine recipients of this award.

Respectfully Submitted,

Pat Kostouros, MRFA Awards Committee Chair

Bylaws & Governance Committee Annual Report

MRFA Annual General Meeting

May 11, 2018

Committee Members

Marc Schroder (Chair)

Michael Truscello

David Clemis

Committee Activities

The committee met several times throughout the winter semester to discuss and prepare for potential bylaw changes to be recommended to the Executive Board. The complete set of bylaw changes, included in the AGM package, reflect the deliberations of this committee.

Bylaws changes reflect those necessitated for compliance with legislation, including as a result of the changes in our statutory labour relations context, as well as changes recommended by the Executive Board and the 2017 ad hoc Labour Code Transition Committee. See the rationales accompanying the proposed amendments in the 2018 AGM agenda package. Bylaw work is anticipated to continue in 2018-2019, including with respect to consistency with provincial legislation and the labour code transition recommendations. It is planned that the membership will be consulted on some of these potential changes, at Regular Meetings of the Association, in advance of presentation of any amendment proposals at the 2019 AGM.

The Bylaws and Governance Committee is also reviewing and developing recommendations regarding changes to MRFA policies and related documents.

Communications Committee Annual Report

MRFA Annual General Meeting

May 11, 2018

The Communications Committee met on a regular basis throughout the year to facilitate the communications of the MRFA.

- The Committee hosted Department Communicators brunches in August and January to outline the role of Department Communicators and the importance of their role to the effective communication efforts of the MRFA. At these events, the Department Communicators shared “best practices” for updating department colleagues and encouraging them to attend MRFA meetings.
- The Committee raised awareness of several issues and events via the various MRFA communication channels such as Headlines posters, Facebook, weekly electronic newsletter, *News to Use*, and the Department Communicators network. Of primary interest this year was the transition to the Labour Code and the impact of this for MRFA members.
- The Committee planned the themes and content for the *News to Use* newsletter (many thanks to the members who contributed articles throughout the year).
- The Committee continued the work started last spring to redesign the MRFA website. We were fortunate to have the support of Namrata Khemka-Dolan to supervise her senior student, Famida Ahmad, who undertook the website redesign as her senior course project. The project was successfully completed at the end of the fall semester, and the new website went live at the beginning of the winter semester. It is important to note that this project was successful in large part due to the significant contributions of Chantelle Anderson and the many hours she devoted to the website redesign (many thanks, Chantelle!).
- The Committee exceeded its \$1000 budget by \$355 due to a change in the University’s procedures related to billing of the MRFA’s printing. The printing budget was calculated based on the previous sporadic and oftentimes inaccurate billing; however, the University’s billing procedures have been tightened, resulting in the budget overage. The Committee will take a close look at printing costs going forward.

Respectfully submitted on behalf of the Communications Committee,

Brenda Lang, Chair

Communication Committee Members:

Karen Atkinson-Leadbeater

Monica Baehr

Darlene Dawson

Karen Owen

Chantelle Anderson (ex-officio)

Diversity & Equity Committee Annual Report

MRFA Annual General Meeting

May 11, 2018

Committee Membership:

Alan Antioquia, Interior Design

Brian Nichols, Religious Studies

Rajbir Bhatti, Supply Chain

Rachael Pettigrew (Chair), General Mgmt & Human Resources

Nicole Edge, Accounting and Finance

Cecilia Sessarego English, Languages and Cultures

Charles Hepler, Mathematics & Computing

* In the 2018 MRFA committee election, there will be seats available and the membership will be electing a member directly to the position of Chair for this committee.

Meetings:

August 25, 2017 January 9, 2018

November 14, 2017 May 15, 2018

September 19, 2017 February 14, 2018

November 28th, 2017

October 17, 2017 March 27, 2018

December 12, 2017

October 31, 2017 April 10, 2018

Overview

This year the MRFA DEC completed 2 significant activities: 1. A Faculty Learning Community (FLC) discussing diversity and equity and 2. We generated a report to support the Negotiating Committee during collective bargaining. Both are described in greater detail below. In addition, this spring we are beginning an initiative to create the groundwork for a strategic direction for an MRFA equity plan, with hopes this work will continue next year.

ACTIVITY #1: FACULTY LEARNING COMMUNITY ON DIVERSITY

To fulfill the MRFA's Diversity & Equity Committee's mandated activity ("contribute to the awareness and promotion of diversity and equity in the workplace") a pilot project was proposed and funded (\$2,750) to develop and deliver a year-long Faculty Learning Community (FLC) initiative focused on topics of "diversity" and "equity" in a post-secondary learning environment. In partnership with the Academic Development Centre (ADC), a facilitated seminar series was offered to faculty members on an application basis. The FLC's objective was to carry out respectful and intentional inquiry, enhance learning by directing the group to current research, and present an opportunity to spark innovations through collaborative relationship building amongst members of the learning community.

Seven faculty members joined the FLC in September to explore topics of diversity and equity under the guidance of an ADC associate with expertise in facilitating group discussions amongst peers (the MRFA provided partial funding for running the FLC). Over the course of twelve meetings the FLC explored a range of topics and publications, shared experiences and observations, and entered into lively debates where different perspectives were voiced and challenged. Various guest speakers were invited to provide in-depth information on topics such as the MRU context for Diversity, Equity and Meaningful

Inclusion; gender, sexuality, and safe spaces (Calgary Sexual Health Centre); and micro-aggressions. The most significant takeaways from the FLC shall be shared in the upcoming MRFA Professional Development Days retreat.

In summary, the seven participating faculty members felt that the FLC was successful in meeting the objectives of inquiry into and exploration of contentious topics that evoke strong personal responses as well as critiques. Feedback shared by participating faculty members included appreciation for the opportunity to meet colleagues from other disciplines who shared an interest in learning more about diversity and equity, in having a safe space to ask questions and explore topics in more depth than the demands of day-to-day scholarly and teaching activities would otherwise allow, and in grappling with the complex ideas with the help of colleagues and other experts. A greater appreciation for the challenges and complexities of the problems that already exist at MRU and are experienced by members of the faculty in their everyday work-life was highlighted (points raised included issues in hiring, retaining and supporting faculty; in engaging students in critically exploring these topics in the classroom; in interacting with colleagues in service and other functions). Better understanding of the gaps in support, effective policy and awareness has led members to raise questions about what steps can be taken to bridge those gaps, to further dialogue and expand the discussion beyond the limits of this small-group FLC discussion. Participants emphasized the importance of sharing and coordinating efforts amongst disparate groups so that a more supportive and inclusive community could be built and sustained. In the end, and as anticipated, the group was left with more questions than answers – yet, better able to articulate the complexity of the questions and the urgency of the problems that need to be addressed.

ACTIVITY #2:

Given that we were entering collective bargaining this year, the primary focus of the DEC's efforts were focused on reviewing the collective agreement and identifying areas for improvement related to diversity and equity. One of DEC's core goals is to "identify any systemic barriers in recruitment, employment, and promotion policies and procedures at Mount Royal University" and it was with this in mind that we conducted the review. We drafted recommendations in a 20-page report, which was delivered to the Negotiating Committee in February. The report included a required update to the parental leave policy, since federal legislation changes lengthened parental leave in December to 18 months. Our efforts in the report also focused on MRFA members who are more precariously employed (i.e., contract faculty, fixed term, and limited-term) and made suggestions as to improve their employment experience. With each of the suggestions we also discussed the impact and the rationale or cost and benefit of the suggestion. Finally, suggestions around more specific language were made for Article 24, as well as providing a list of diversity statements from other universities.

The committee appreciates the opportunity to serve the membership of the MRFA and is pleased with the steps taken this year. In addition, we would like to thank MRFA Executive for their support and very much want to acknowledge Chantelle Anderson and Lana Funke for their assistance this year.

Faculty Evaluation Committee Annual Report

MRFA Annual General Meeting

May 11, 2018

Members

Cheryl Techentin, Chair	Department of Psychology
Randy Schroeder, Co-Chair	Department of English, Languages and Cultures
Fredrick Ulmer	Department of Sociology and Anthropology
Margaret Brown	Bissett School of Business
Ana Colina	Department of Biology
Kelly Sundberg	Department of Economics, Justice, and Policy Studies
Yuhuan Wang	Department of Humanities

Mandate

“The Committee shall recommend policy on pre-tenure, post-tenure, term certain, and contract evaluation, shall monitor the evaluation process, and shall provide information to Regular Members on evaluation. The Committee shall investigate and maintain current research information to inform its work and to enhance evaluation processes for all MRFA members.”

Activities and Accomplishments

Following suggestions made by the President of the MRFA, the FEC addressed key issues this year.

- 1. Changes to the FEC Charter**
The FEC made recommendations to the MRFA Executive Committee to modify the FEC Charter. The two recommendations were: 1) that formal notes be taken at the meetings and submitted to the Executive Assistant of the Association and, 2) that the Committee’s responsibilities include an annual review of the Faculty Evaluation portion of the MRFA website to modify and update as required.
- 2. New SPoT Instrument**
The Chair of FEC continued on the Task Force of Student Evaluation of Learning during the development and implementation of the new SPoT instrument. MRFA Executive and FEC were given multiple opportunities to provide feedback on both the new instrument and the recommendations on the use and administration of the SEI scores.
- 3. Contribution to MRFA Website**
The Committee contributed material on Faculty Evaluation to be included in the new MRFA website. The new website includes a section dedicated to faculty evaluations for each appointment type.

4. Faculty Annual Report System (FARS)
The Chair of FEC as well as the MRFA President had discussions with the AVP Office of Research Services and AVP Teaching and Learning about the possible implementation of a new FARS. Concerns were raised as to additional data mining the new FARS would allow, an issue that is covered in the current Collective Agreement. Therefore, the discussions were tabled as this was considered to be a negotiations item.
5. Input to MRFA Executive and Negotiations Committee
The Committee submitted recommendations to the MRFA Executive Committee around possible items for negotiation regarding faculty evaluations.
6. Building Literature Archive
The Committee is continuing to build an archive of literature relevant to faculty evaluation. This archive will include critiques of existing SE instruments. Please see #7, below, for further information.
7. Alternatives to SPoTs
Within the context of CAUT's policy on Student Opinion Surveys, the Committee is also currently researching alternative methods of faculty evaluation that would include the student voice but move away from the current SPoT instrument.

Respectfully submitted by

Cheryl Techentin, Chair
Randy Schroeder, Co-Chair
Faculty Evaluation Committee

Faculty Centre Management Committee Annual Report

MRFA Annual General Meeting

May 11, 2018

Committee Members:

Marc Schroeder
Jennifer Solinas
Shiraz Kurji

Chantelle Anderson
Robert Mariani
Lana Funke

Committee Activities:

The Faculty Centre Management Committee met monthly throughout the year to manage operations within the faculty centre. Budget updates and account balances were reviewed by the committee at each meeting and improvements in budgeting and financial reporting were implemented. Some of the operational issues addressed included improving signage, demarcating the patio space for member use, formalizing hourly rates for event support staff, and revising centre hours. Significant projects in the year include:

1. Providing oversight and direction in the creation of a new office spaces for the MRFA Office Assistant, Lana Funke, hired in November 2017, and for the hiring of a Labour Relations Officer planned for Fall 2018. All expenses were approved by the Executive Board and paid out of the Association's Building Fund.
2. Providing oversight and direction in the implementation of a Document Management System. The costs of this project were approved by the membership at the 2017 Annual General Meeting and implementation was completed by November 2018.
3. Facilitating improvements in centre management and food services including the expansion of the [Faculty Centre kitchen menu](#), the installation of a debit machine, and the purchase of an espresso machine.
4. Acquiring and arranging for the installation of an MRFA Bulletin Board on Main Street.
5. Facilitating the replacement of *Warm Sound* with *Open Heart*: paintings by Erol Lee Fullen loaned to the Association by Miriam Carey.

Ongoing Considerations

Early in the 2018-2019 fiscal year, the Faculty Centre Management committee approved the purchase of a new commercial BBQ to replace the old BBQs which presented health and safety hazards. The committee is also considering the installation of a VPU and presentation screen in the centre to better facilitate Association, member and departmental events.

Grants Committee Annual Report

MRFA Annual General Meeting
May 11, 2018

Committee Members

Shiraz Kurji (Chair)
Donna Lazdowski
Liza Choi

Rena Watchman
Harris Rubin
Chantelle Anderson (ex-officio)

Committee Activities

Under the terms of the Collective Agreement, the MRFA Educational Grants Committee allocated \$60,000 in scholarships for dependents (Article 16.7) and \$64,000 in Tuition Refunds for faculty members taking credit courses and/or completing graduate studies at other institutions (Article 18.2). Due to a prior year surplus in Tuition Refunds, all applicants were given a complete refund of eligible tuition fees and remaining funds will be allocated to applicants in the Fall of 2017. The Committee will also be allocating the MRFA Student Scholarships in June. Details for Grants Committee administered funds are available [online](#).

MRFA Student Scholarships

The Committee will meet in late May to allocate six scholarships of \$1,000 based on academic achievement and MRU community involvement.

<u>Tuition Refunds</u>	Pool 1	Pool 2	Total
Number of Applicants	9	10	17
Percentage of Members' Eligible Tuition Reimbursed	100%	100%	100%
Total Funds Allocated	\$34,551.96	\$33,855.82	\$68,407.78*

*64,000 Allocated from funds for the 2017-2018 Academic Year for courses which were completed in 2016-2017 academic year, plus 4,407.78 allocated over the 64,000 from prior year surplus. Remaining 2,320.98 surplus will be allocated in Fall 2018.

<u>Scholarships for Dependents</u>	Spring-Summer 2017	Fall 2017	Winter 2018	Spring-Summer 2018	Total
Number of Applicants	7	25	26	Not Yet Received	48 to date for 17-18
Amount Allocated	\$2,500*	\$32,250	\$24,500**	\$3,250	\$60,000

*Allocated from funds for the 2016-2017 Academic Year by the 2017-2018 Ed Grants Committee

**Amount allocated per semester is based on prior year averages. Typically students complete less credits in the Winter than in the Fall; so, less money is allocated to the winter semester to maintain an equitable amount provided per credit.

Contract Service Honorarium

Due to process changes, the "Grants" Committee will be responsible in 2017-2018 for the processing of Contract Service Honorarium applications. The first round of annual CSH allocations will take place at the end of May 2018 for the preceding Spring, Summer, Fall and Winter periods.

Respectfully submitted by the 2017-2018 Educational Grants Committee

Negotiating Committee Annual Report

MRFA Annual General Meeting

May 11, 2018

Since the Committee's last annual report in May 2017, the Negotiations Committee has spent the past year preparing for and engaging in collective bargaining to renew the Collective Agreement which expires June 30, 2018.

This round of collective bargaining has been shaped in part by the move to the Labour Relations Code, which rendered parts of the existing provisions for Collective Bargaining null and void. The Board's decision to appoint an external spokesperson has also affected bargaining. As the report details below, the Committee used the Fall semester to prepare for collective bargaining as outlined in the By-laws and since January met with the Board's team 15 times for a total of 45 hours of bargaining. We will be meeting another 15 times with a view to arriving a collective agreement by May 31.

2017-2018 Activities

Fall Semester

- Met bi-weekly to make preparations for collective bargaining in Winter 2018.

As part of those preparations, the Committee

- Engaged in the two day CAUT collective bargaining workshop November 10-11 delivered by CAUT Labour Relations Officer Jeff McKeil
- Administered the Negotiations Survey which saw 72% of full-time faculty and 36 % of contract faculty respond; the overall response rate was 54%
- Consulted further with the membership through meetings with:
 - members of all 33 academic units that comprise the Association's membership.
 - the MRFA President to receive the Executive Board submission
 - the Chairs of the MRFA Diversity and Equity Committee and the MRFA Faculty Evaluation Committee
 - the MRFA members of the Joint Equity and Diversity Committee
- Participated in two days of interest-focused bargaining training as outlined in Article 21 of the Collective Agreement in December 2017
 - President Marc Schroeder, Vice-President Policy Sabrina Reed and Faculty Board member David Clemis joined the training
 - Five members of the Board of Governors including those on the HR and Compensation Committee along with the Provost attended the morning session of the training
- Created and recommended to Executive Board a committee charter to establish an Ad Hoc Collective Bargaining Advisory Committee
 - The committee has met three times to provide advice on bargaining especially with respect to questions related to diversity and equity.
 - Christian Cook and Aliyah Dosani have both served as observers at the table

Thanks to: Christian Cook, Aliyah Dosani, Nicole Welch, and Breda Eubank for their work.

The Committee also worked with the Labour Relations Transition Steering Committee to help map out the impact of the changes to bargaining resulting from Bill 7 and the move to the Labour Relations Code. Thank you to Scott Murray for serving on that Committee.

Winter Semester

- The Committee has met with the Board's team 15 times including April 27 for a total of 45 hours. We have covered all the interests that parties raised.
- Based on the information we gathered in Fall we identified the following priorities
 - **Protect MRU'S personalized learning environment**
 - **Reduce precarious labor / increase job security / create pathways to meaningful full-time employment for qualified contract faculty**
 - **Ensure that faculty wages keep pace with the cost of living**
 - **Create a progressive, responsive Collective Agreement**

The University identified interests in all 29 articles of the Agreement.

Negotiations Summary

- Signed off Green Sheets related to removing MOUs and housekeeping items
- Both parties have agreed that, notwithstanding rights to apply for conciliation under the Labour Code, we will abide by the provisions for Enhanced Mediation in 21.3
- Established dates in Sept and October with mediator Gary Furlong
- We have 15 meetings set aside for May including two full day sessions May 8 and 18.

Other Activities

In addition to these activities, Scott Murray represented the Committee at the CAFA provincial meeting focused on changes to Collective Bargaining. Lee Easton attended the CAUT Chief Negotiators Symposium in Ottawa in March.

Finally, let me reiterate that it is a privilege to work so closely with such hard working colleagues. Your team is:

- David Sabiston, Vice-Chair
- Guy Obrecht (Contract Faculty Representative)
- Scott Murray
- Anupam Das

We will provide a detailed briefing on the state of negotiations on May 11. We look forward to seeing you then.

Respectfully submitted,

Lee Easton

VP Negotiations and Chair, Negotiations Committee

Nominations Committee Annual Report

MRFA Annual General Meeting

May 11, 2018

Members: Kerri Alderson (Health, Community and Ed.); Scharie Tavcer (Arts); Ruth Murdoch (Business & Comm Studies); Geoff Owens (Library); Lee Easton (Gen Ed / ADC) Melanie Rathburn (Science and Tech.); Chantelle Anderson (MRFA).

Activities:

The Committee met in February 2018 to brainstorm potential candidates for the Executive. Each committee member personally contacted a few candidates to ask them about putting their name forward. Further to this, the Committee planned strategies to recruit nominees including contacting Chairs and department communicators, and speaking at faculty meetings. The Committee also reviewed the Committee Charter including new diversity and equity considerations. At the time of this report, nominations are in progress and the committee members are actively working to recruit faculty for vacancies.

This year the committee took over the responsibility for organizing the “Committee Affair” event that took place in the Faculty Centre on April 13, 2018.

Members will serve as vote-sitters during the election at the Annual General Meeting on May 11, 2018.

Respectfully submitted by,
Geoff Owens Chair, Nominations Committee

Professional Development Committee Annual Report

MRFA Annual General Meeting

May 11, 2018

The Professional Development Committee encourages and facilitates members' professional development towards excellence in teaching, research and scholarship. To this end, the committee organizes and promotes seminars, workshops, courses and other activities related to professional development.

In 2017-2018, committee members carried out much of their work within sub-committees which planned events identified and broadly developed by the larger committee. The committee chair sat on the subcommittees as additional member. The full committee reviewed major decisions, and all members participated in events the committee delivered. Chantelle Anderson, the MRFA Senior Administrative and Faculty Relations Officer, was instrumental in providing MRFA context during committee and subcommittee deliberations, and in coordinating the committee's activities.

2017-2018 Professional Development Subcommittees

Professional Development Day Events Subcommittee

Catherine Pearl	- Business and Communication Studies
Yuhuan Wang	- Humanities
Jolene Debert	- Earth and Environmental Science
Marva Ferguson	- Child Studies and Social Work
Luciano Santos	- Academic Development Centre
Chantelle Anderson	- Mount Royal Faculty Association
Ben Kusi-Sekyere	- Economics, Justice and Policy Studies

Faculty Spring Retreat Subcommittee

Ana Colina	- Biology
Leon Cygman	- Management, Human Resources and Aviation
Brenda Lang	- Management, Human Resources and Aviation
Chantelle Anderson	- Mount Royal Faculty Association
Ben Kusi-Sekyere	- Economics, Justice and Policy Studies

2017 – 2018 Professional Development Days and Get Cracking Events

The Professional Development Day Events sub-committee led in two Professional Day Events and four Get Cracking Events:

1. Fall 2017 Professional Development Day Event: *Curriculum Bonanza!*

Date: October 10, 2017; 9:00 am – 1:00 pm (RLLC - Ideas Lounge)

Dr. Mark Russell of Khalifa University, Abu Dhabi, gave a keynote on "*Developing a Holistic Perspective on Assessment Design Within and Beyond a Course*". The keynote was followed by four rounds of Round-table discussion facilitated by experts on curriculum related areas:

- Alternative assessment strategies - David Sabiston (Economics, Justice and Policy Studies) and Tanya Stogre (Education)
- Designing a visually appealing syllabus - Pat Mascaro (ADC)
- Engaging teaching strategies - Rob Platts (Interior Design) and Catherine Pearl (Business)
- Learning spaces - Erik Christiansen (Library) and Luciano Santos (ADC),

The event was well attended. Participants found the event helpful and provided very encouraging feedback.

2. Winter 2018 Professional Development Day Event: *Surviving Service – Making Service Effective, Efficient, and Enjoyable* (February 21, 2018; 9:00 am – 1:00 pm, LPR)

A panel of experienced faculty shared information and ideas on a wide range of topics highlighting *Service* as an important component of our unique institutional culture that inspires collegiality and exceptional dedication to students' learning. A recurring theme was that a fuller appreciation of ways *Service* impact administration at all levels, and teaching and scholarship, will encourage greater participation. We must encourage new faculty to embrace Mount Royal's unique culture of dedication to a high level of *Service*.

Panelists:

- Faculty Service at MRU - Lee Easton (English)
- How to leverage Service - Ellen Mullen (English)
- Robert Rules - C. Hepler (Mathematics & Computing)
- Efficient Meetings - David Hyttenrauch (English)
- Technological Efficiency - Luciano Santos (ADC)

3. Get Cracking Events

The Professional Development committee organized four Get Cracking breakfasts. These are informal professional meetings in which faculty gather at the faculty centre, typically on Fridays at 8 a.m, to exchange ideas about issues of concern in their teaching, research and service. The four Get Cracking topics for 2017-2018 included:

- October 20, 2017: Teaching Naked: Reducing over-reliance on technology in the classroom.
- November 24, 2017: How can group work be effectively managed and assessed.
- January 19, 2018: Predatory publishers, how not to be their victims.
- March 16, 2018: Classroom etiquette: what etiquette is expected of students and of faculty?

Each session was attended by 15 to 20 members. Participants consistently indicated they took away useful ideas. Get Cracking participants were invited to share topics they would like to explore at future sessions. The PD committee always considered the suggested topics alongside its own pool of topics when choosing a Get Cracking topic.

The 2018 Spring Retreat

The theme for last year's retreat was "Changes: Shift Happens. The retreat highlighted changes occurring in relation to our institutional aspirations, including broad aspects of indigenization.

This year's retreat is planned for April 30 – May 1 at the Delta Kananaskis resort. The theme "*Exploring Hidden Treasures in Teaching, Scholarship and Service*" has garnered 37 concurrent sessions from a diverse group of faculty presenters, including a keynote on "*Exploring a Passage to Community Engagement*" by Professor Lynn Moorman of Earth and Environmental Sciences whose work has extensively engaged indigenous communities. Thirty-seven sessions this year marks a significant increase from 25 sessions last year and 18 sessions in 2016. We are excited about short presentations by eight new and veteran members in what has come to be called Lightning Talk, where members share their experience at Mount Royal, and their journey and aspirations as educators, scholars, and community builders.

This year's retreat occurs a week earlier than usual, and before spring courses start on May 7. This scheduling change reflects the PD committee's effort to provide the opportunity for members who usually miss the retreat as a result of teaching spring courses. The scheduling change has not adversely affected registration which currently stands at 118, compared to 126 in 2017. We recommend to the 2018-2019 PD committee to review this scheduling change in the light of experience from the (April 30 – May 1 2018) retreat and feedback from a subsequent participants survey to determine if further changes are needed.

Our new DJ - *Class Act DJ Service* is eagerly waiting to treat members to a first class Dance and Karaoke entertainment. We sincerely thank Greg Smith for faithfully providing excellent entertainment at many of our retreats. Please, join the PD committee to thank Dr. Jennifer Petite (Interim Dean of Arts) for serving many years on this committee, and for the courtesies we enjoyed in Greg's excellent DJ services at our retreats.

Preparing the Way for the 2018 – 2019 Professional Development Committee

The PD committee recommended to the MRFA Executive Board to amend clause 10.14.2 of the MRFA Bylaws to remove the requirement of tenure or tenurable status for PD committee chair. The current clause reads *"The Chair of the Professional Development Committee shall be a tenured or tenurable Regular Member of the Association, elected by the Committee from among its elected members."* The committee also recommended the removal of clause 10.14.5 which requires the committee to recommend to the Executive Board a member to represent the Association on the ACIFA Professional Affairs Committee.

As usual, the committee has made preliminary arrangements for the 2019 spring retreat, including a face to face meeting with Delta Kananaskis representatives to improve efficiencies in retreat planning and delivery. The committee will make some preparation for the fall 2018 Professional Development Day, which the 2018-2019 committee will complete when it assumes duty in the fall. As noted earlier, the committee recommends to the incoming PD committee to review the scheduling change for this year's retreat in the light of experience from the retreat and feedback from a participant survey that will follow after the retreat.

Professional Development Committee Budget & Retreat Budget Analysis

PDC Expenses 2017-2018	Event Cost (\$)	Board Donation (\$)	Member Registration (\$)	Net Cost of 2017 Retreat to MRFA (\$)
2017 Retreat	32,581	10,000	9,658	12,923
Get Cracking (4 breakfasts)	470			
Fall and Winter PD Days	889			
Total	33,940			
Budget for 2017-2018	<u>34,000</u>			
Unspent	60			

Retreat Budget Comparison

Budget Year	2018 - 2019	2017- 2018
Retreat Date	Spring 2018	Spring 2017
PD Committee Budget	34,000	34,000
Retreat Cost	33,038	32,581
Board of Governors Grant	10,000	10,000
Members Registration	10,300	9,658
MRFA Portion of Retreat Cost	12,738	12,923
Annual Cost of Retreat Per Member	17	17
Percent of MRFA Budget	1.3%	1.5%

Please, join me to thank our 2017-2018 Professional Development Committee Members:

Catherine Pearl	- Business and Communication Studies
Yuhuan Wang	- Humanities
Marva Ferguson	- Child Studies and Social Work
Jolene Debert	- Earth and Environmental Science
Ana Colina	- Biology
Leon Cygman	- Management, Human Resources and Aviation
Brenda Lang	- Management, Human Resources and Aviation
Luciano Santos	- Academic Development Centre
Chantelle Anderson	- Mount Royal Faculty Association
Ben Kusi-Sekyere (Chair)	- Economics, Justice and Policy Studies

Respectively submitted this 23rd day of April, 2018

Ben Kusi-Sekyere

Chair, MRFA Professional Development Committee, 2017-2018.

Professional Standards & Ethics Committee Report

MRFA Annual General Meeting

May 11, 2018

Members

Darlene Dawson	School of Nursing and Midwifery, Faculty of Health, Community and Education
Evelyn Field	Department of Psychology, Faculty of Arts
Charles Hepler	Faculty of Science and Technology
Justine Huet, Chair	Department of English, Languages, & Cultures, Faculty of Arts
Ben Kusi-Sekyere	Department of Policy Studies, Faculty of Arts
Jennifer Solinas	Departments of General Education, Justice Studies, and Social Work
Fredrick Ulmer	Department of Sociology & Anthropology, Faculty of Arts

Mandate

“The Professional Standards and Ethics Committee shall recommend, develop and offer opportunities for faculty development and training in the areas of academic governance, parliamentary procedure, leadership, conflict resolution and mediation, labour relations, professional conduct, the Association’s Code of Ethics and Committee Accountability, and in other areas that the committee considers to be within its mandate. The committee shall foster professional excellence within the MRFA community. Professional excellence encompasses the ability to model leadership and collegiality, to be active in academic governance, and to act in accordance with the MRFA Bylaws and the processes established in the Collective Agreement. It is not within the mandate of the committee to deal with complaints related to professional behavior from individuals.”

Activities and Accomplishments

This was the sixth year of activity for this committee (formerly the Professional Standards and Governance Committee). Several continuing members were able to attend the MRFA Committee Transition event, which was held on August 25, 2017. Committee meetings were held throughout the Fall and Winter semesters, and a final meeting was held on April 13, 2018.

The committee organized and held four successful events this year, each addressing one or several aspects of the PSEC Mandate, as follows.

- 1) On Friday, September 22, from 9:00 am to 11:00 am, the committee held again the successful audience-interactive, information and discussion event entitled, “Robert's Rules of (Dis)Order: Making Meetings Work.” Charles Hepler explained the various ways any meeting - whether department, academic unit, or committee - can proceed normally, as well as how it can go wrong, and, if so, how to get things back on track. The enactment-presentation was followed by questions from the floor and lively discussions with the 21 attendees. The event took place in the Faculty Center and was catered by Robert Mariani.

- 2) On Friday, January 12, the committee held a workshop on “Teachers and Students: Maintaining Professional Boundaries” in the Faculty Center from 9:00 am to 11:30 am and was catered by Robert Mariani. Members from different academic units (Counseling, Interior Design, Library and English) and holding different university positions (Chair, Professor, Counselor) were invited to be part of a panel discussing potential scenarios in relation to relevant articles of the Code of Ethics, the Human Rights Policy, the Conflict of Interest Policy and the Personal Harassment Policy. This hands-on roundtable was very well attended (27 participants) and lively discussions ensued.

The success of this event and the feedback received prompted the committee to submit a proposal for a workshop on the same topic at the annual MRFA Spring retreat. The proposal was accepted and the event “Discovering the Boundaries: Important Insights Into Interpersonal Relations Between Faculty and Students” will be designed and organized by all PSEC members.

- 3) On Friday, March 9, from 9:30 am to 11:30 am, the committee invited Dr. Randy Genereux, from the Department of Psychology, to conduct a workshop on “Conflict resolution: How to better analyze, resolve and prevent troubling disputes.” Participants gained valuable insights into potential conflict situations through the use of scenarios and the event was well-attended with 31 participants. The event was held in the Faculty Center and catered by Robert Mariani.
- 4) The committee organized the Committee (Af)fair event which introduces faculty to all the MRFA committees on Tuesday April 13 from 2:30 pm to 4:00 pm. Members of MRFA committees attended the event and answered potential members’ questions. The event was held in the Faculty Center, and was again catered by Robert Mariani.

Budget

Our initial budget of \$1,000 was approved, and debits from the end of year expenses of last academic year’s activities were adjusted. The committee slightly overspent (\$37.76) its allocated budget on the above-mentioned activities and the purchase of copies of Robert’s Rules of Order. A breakdown of the expenses incurred for the academic year 2017-2018 is available from the MRFA.

Respectfully submitted,

Justine Huet

Social Events Committee Annual Report

MRFA Annual General Meeting

May 11, 2018

Social Event Committee (SEC) Members:

Alan Antioquia (Chair)

Bill Glanzman

Chantelle Anderson

Jendra Hart

Jessie Loyer

Jolene Debert

Peter Houston

Robert Mariani

Simon Magennis

Review of Events: This includes all events held during the MRFA's fiscal year and the current academic year.

April 2017: Sip Into Spring

The SEC hosted the fourth event of 2017, entitled "Sip into Spring", in the Faculty Centre on 07 April from 3:30-7:00pm. The thematic focus of this event was on the meaning of Spring within the Mediterranean Basin and Europe. Thanks goes to Chantelle Anderson for her mastery of event flyers highlighting the salacious image of Dionysos (the original Mediterranean deity symbolizing the first plant juices of Spring) painted by Caravaggio; Chantelle also created the table décor of Spring florals and serviettes. Robert Mariani created an enticing array of fresh vegetables and fruits, featuring a make-your-own Greek salad, and a selection of cheeses and hors d'oeuvres; he also ensured a fine selection of our favourite beverages were on hand, rivaling even those of Trimalchio's "Dinner Party". Faculty members were greeted at the door by several SEC members, had their attendance cards stamped, and received their choice of drink tickets to assist with sipping into Spring. They also picked up a Spring theme questionnaire as a contest for several prizes (an espresso coffee maker & beans; several Spring-themed tea towels; a bottle of fine extra virgin cold-pressed Italian olive oil; and an Italian Easter lemon cake); thanks to Tanya and Bill for creating the challenging multiple guess questionnaire. From the approximately 60 attendees five tied—how'd that happen?—for the grand prize! Several attendees had their first taste of Limoncello, a smooth Italian liquor made from lemons, while some of us let Dionysos work his charms, yet careful not to rival Petronius' *Satyricon*. Following the event entertainment was provided by the impromptu MR musicians.

May 2017: Golf Tournament, Rec Day and Keg Drain

The May event included 9 hole, best ball, team golf tournament at Shaganappi Valley which 24 members participated in. Back at the Faculty Centre roughly 60 members, including many of the golfers, enjoyed table tennis, darts, BBQ burgers, salad and a keg drain. This annual event will take place again on May 18, 2018.

Welcome Back

The Welcome Back social event was held on September 8, 2017 in the Faculty Centre. About 70 members were in attendance. The theme of the event was "To Cool 4 Skool". Food and social games were provided and aligned with the event theme, such as grilled cheese and tic-tac-toe. Additional games / quizzes for prizes were also held. Decorations were also put up to reflect the back to school theme.

September: Family BBQ and Fun Day

This family-focused event was held on Saturday, September 15 and attracted about 50 people including lots of kids and parents. There was a variety of activities for kids such as finger painting for toddlers, a bean bag toss, giant Jenga, as well as parachute activities and relay races held in the Gauthier Courtyard. Hamburgers, hot dogs, salads, and snacks were served, and the Faculty Centre was decorated with colourful balloons, which were a big hit with the kids. The Social Committee conducted a member satisfaction survey after the event and found that most respondents were very happy with the timing, food, and activities.

Tenure, Promotion and Awards

A Toast to Achievement remains one of the most celebratory events we host during the year - a chance to share in our faculty achievements! 18 faculty members moved to their tenured positions, as well as 7 promoted to full professor. In addition, there are two teaching excellence awards given out yearly. All those celebrated were gifted a rose and recognition from the MRFA and the Provost and approximately 170 families, friends and colleagues came together after the formal awards to enjoy a meal and drinks in honour of our faculty. Cheers to this year's cohort of faculty achievements!

Holiday Party

The December holiday party was an event to celebrate the end of the year and the fall 2017 semester. It was well attended by approximately 70 people. The festive decorations, food, and the addition of a piano player playing Christmas music contributed to the festive atmosphere. Unfortunately the Arts faculty had a Christmas function later that evening so many left earlier to attend that function. Overall the event was successful and a great way to end the new year.

Short Break Shorts Party

The theme for January's event was "Short Break Shorts Party". Coming off of a very short end-of-term break, we encouraged people to wear shorts to this first event of 2018 to usher in the New Year. We held a trivia game that asked people about shorts in popular culture, shorts as fashion, international shorts, shorts in music, and sports shorts & superstitions. This event had roughly 40 people in attendance. Given that the event was held on January 5 (the first Friday of the term), and many faculty might not have yet started teaching, it is worth considering if the event was held too soon. We will take this into consideration for next year.

March Be an Advocate and Bring an Advocate

The SEC hosted the sixth event of academic year 2017-2018 (and second event for Winter 2018), entitled "*Be an Advocate (and Bring an Advocate)*", in the Faculty Centre on Friday 02 March from 4:00-7:30 pm. The thematic focus of this event was on the meaning and rights of advocacy within MRU. Thanks go to Chantelle Anderson for creating the poster; she, along with several committee members, helped to set up for the event. Chef Robert Mariani outdid himself yet again in preparing fantastic pasta dishes accompanied by a salad bar, along with a selection of goodies; he also ensured a fine selection of our favourite beverages were on hand. Thank you, Chef Mariani! Faculty members, some with relative newcomers in tow, were greeted at the door by several SEC members (Kendra, Simon, Peter, and Bill), where they received their choice of *gratis* drink tickets to assist with thoughtful engagement in issues surrounding the importance and history of advocacy at MRU, and to enjoy chatting with everyone attending. Our Committee Chairperson, Alan Antioquia, provided background music recordings.

A rather challenging trivia quiz was generated to test one's knowledge of labour relations, beginning with federal and then provincial issues focused on advocacy and right of labourers and public servants.

The last part of the trivia quiz focused on identifying faculty members marching in our last Strike event before the provincial government disabled that action in the past. This event was quite well attended. From the approximately 78 attendees one of our members won the trivia grand prize! Our event began with Sean Carleton – thank you, Sean! – gave us a thoughtful account of the importance of labour activism and its role within the province, especially for academics, and to our President of the MRFA, Marc Schroeder, for addressing faculty concerns regarding potential labour activism at MRU in view of the provincial government’s recent re-enabling of our right to strike. Following the event entertainment was provided by the impromptu MR musicians.

May: *Golf Tournament, Rec Day and Keg Drain* (2018-2019 fiscal year)

The May 18, 2018 event includes 9 hole, best ball, team golf tournament at Shaganappi Valley, and table tennis, darts, pastas and salads and a keg drain back at the Faculty Centre. There are typically 24 people who register for golf and around 60 people who participate in the event in the Faculty Centre.

Budget

For events held during the 2017 - 2018 MRFA fiscal year, the Social events committee was allocated \$7,000. With the \$1,000 reduction to its budget the committee reduced the number of events from nine to eight. This allowed the committee to continue providing great food, drinks, prizes and decorations. In the 2018-2019 fiscal year, the committee’s budget will be increased to correspond with adding another event, the MRFA Kids’ Holiday Party, to responsibilities outlined in its Charter. Previously this event was organized solely by MRFA staff and budgeted out of the “Other MRFA Events” budget line.

SEC Expense Summary 2017-2018	
April 2016 Social Event – Sip Into Spring	1,070.62
May 2016 Social Event – Golf and Keg Drain	947.73
September Social – Welcome Back to School	580.44
September - Family BBQ and Fun Day	742.56
November – Tenure Promotion and Awards Total cost for this event was 3,193.81 but 1,500 was paid by Academic Affairs as they co-sponsor this event annually	1707.99
December - Holiday Party	921.42
January – Short Break Shorts Party	577.64
March - Be an Advocate and Bring an Advocate Total cost for this event was 625.64 but 174.04 was paid by the Advocacy Committee to offset SEC costs.	451.60
Total Spent in the year	7,000.00
Total Remaining in Budget	0

Final Comments

This year the committee organized a new MRFA social agenda to reflect the reduction in committee budget and committee members while still providing its members a variety of social and engaging activities throughout the year. The addition of a Family BBQ and Fun Day in September provided a great opportunity for MRFA staff a social event that the whole family can enjoy at the MRU campus. Also a partnership with the Advocacy Committee in March provided members an opportunity to learn about the history and topics of advocacy at MRU in a casual and engaging atmosphere. Overall the events had good attendance despite the reduction in the number of social events.

The Social Committee would like for the next team to initiate a survey to its members early in the new fall academic year. This survey should ask its members for input on the types of events the MRFA Social Committee should organize for its members. The results should communicate to the committee the events its members want to attend and engage in.

The committee would like to extend our thanks to its members who attend and supported the events, the MRFA Executives and the MRU President's and Vice President's Office for their participation in, and donations to, specific events. A special thank you to Marc Schroeder for his continued support throughout the year. To Chantelle Anderson for her support and exceptional organizational skills, your work behind the scenes made all these events successful. We would also like to thank our Faculty Centre Coordinator Robert Mariani for all your hard work and great food that made each event memorable.

Sincerely, SEC Committee