



## MRFA At-a-Glance 2018-2019

*Progressive educators pursuing excellence.*

**Mission:** The Mount Royal Faculty Association provides a collective voice for faculty, promotes tenure and academic freedom, advocates for the highest standards of professionalism in higher education, and upholds the values of diversity, equity and human rights.

**Membership & Mandate:** The MRFA represents the approximately 800 academic staff members at Mount Royal University. All full-time, limited-term and contract faculty teaching credit courses are members of the MRFA. In accordance with Alberta's [Post-Secondary Learning Act](#) (PSLA) and as a trade union under Alberta's [Labour Relations Code](#), the MRFA's core mandate is to negotiate the Collective Agreement and resolve alleged contraventions of the Agreement through the grievance process. Additionally, as mandated by its members through the Association's Bylaws, the MRFA is a professional organization that promotes the professional standing of its members, advocates for the highest standards of professionalism in higher education, fosters the faculty voice in the shared academic governance of MRU, advocates for high quality, accessible and affordable post-secondary education, promotes tenure and academic freedom, and upholds the values of equity, diversity, inclusion and human rights.

### Current Executive:

#### **President:**

Melanie Peacock (General Management and Human Resources); first contact for concerns or questions about the Collective Agreement and faculty welfare; liaison with senior administration of the university; and representative to CAUT.

#### **Vice-President Negotiations**

Lee Easton (English, Languages and Cultures); Executive liaison with the Negotiating Committee

#### **Vice-President Policy and Senior Grievance Officer:**

Brady Killough (Mathematics and Computing); monitor University policies, process step 1 grievances, and assist the MRFA President as needed

#### **Advocacy Officer**

Michael Truscello (General Education and English, Languages and Cultures); liaising with other groups as appropriate in facilitating internal and external advocacy initiatives

#### **Communications Officer**

Brenda Lang (General Management); develop strategic communications vehicles in Liaison with the Communications Committee, Advocacy Committee and the Executive Board

#### **Academic Liaison Officer**

Allison MacKenzie (Public Relations); liaison among Faculty Councils and General Faculties Council

#### **Contract Faculty Representative**

Guy Obrecht (General Education); liaison with contract faculty and member of the Negotiating Committee

#### **Treasurer**

Rafik Kurji (Accounting); MRFA financials

#### **Member at Large**

Jennifer Solinas (General Education) and liaison with MRU Faculties and MRFA Committees

#### **Board of Governors Representative**

David Clemis (Humanities); faculty nominee to the Board of Governors

### How To Find and Contact Us:

- <http://www.mrfa.net>
- Faculty Centre: W315 (third floor by the west gate entrance of the main building)
- **JJ Fenez**, Administrative Assistant: 403.440.6103
- **Robert Mariani**, Faculty Centre Coordinator: 403.440.6193
- **Chantelle Anderson**, Senior Administrative and Faculty Relations Officer: 403.440.6192



## The MRFA and Mount Royal Committee/Governance Structure:

- Board of Governors (fiscal/institutional policy)
- Academic Committees (academic policy)
  - General Faculties Council and its standing committees
  - Faculty Councils
  - Faculty and Department Committees
- Joint Board/MRFA Committees
- MRFA Standing Committees
  - Academic Liaison
  - Advocacy
  - Awards
  - Bylaws
  - Communications
  - Diversity and Equity
  - Grants
  - Centre Management
  - Faculty Evaluation
  - Grievance
  - Negotiations
  - Nominations
  - Professional Development
  - Professional Standards & Ethics
  - Social Events

## Key Documents

- Collective Agreement between the MRFA and the Board of Governors (2016-2018) – [mrfa.net](http://mrfa.net)
- MRFA By-Laws and Policies & Procedures (May 2018) – [mrfa.net](http://mrfa.net)
  - Administrative and structural guidelines for the conduct of the Association, including clauses on ethical behaviour for members
- MRU Policies (<http://www.mtroyal.ca/AboutMountRoyal/OfficesGovernance/PoliciesAndProcedures/a-z>)
  - Pol 517: Academic Accommodation for Students with Disabilities
  - Pol 580: Academic Freedom
  - Pol 585: Research
  - Pol 587: Intellectual Property
  - Pol 950: Employee Benefits
  - Pol 1702: Human Rights
  - Pol 1704: Personal Harassment

## The MRFA Mandate in detail:

- Represent our members in collective bargaining with respect to salary and benefit matters, workload, working conditions and all other terms and conditions of employment
- Provide confidential advice to, assistance to, and representation of our members regarding issues of grievances, faculty welfare and institutional processes – this includes representation of members needing workplace accommodation (e.g. medical) or facing potential discipline
- Promote, maintain and improve the professional standing of our members and the quality of education at Mount Royal University
- Maintain the right of our members to exercise independent judgment in the planning and execution of their educational responsibilities, and foster the faculty voice in the shared academic governance of the University
- Advocate for affordable access to and enhancement of post-secondary education
- Liaise with senior administration, and provide a collective voice and group representation for the views of our members in all matters affecting the Mount Royal University community, including matters of MRU governance, planning and policy
- Liaise with the Students' Association of Mount Royal University (SAMRU), the Mount Royal Staff Association (MRSA), and external affiliates including the Canadian Association of University Teachers (CAUT)
- Administer tuition reimbursements for members, MRFA scholarships, contract service honoraria, and a compassionate fund for faculty
- Administer the Faculty Centre for our members' use and enjoyment, and host social events
- Conduct professional development activities including:
  - Annual PD retreat
  - Teaching and research development events
  - Workshops and colloquia
  - CAUT conferences and workshops.