

## Mount Royal Faculty Association Bulletin December 14, 2020

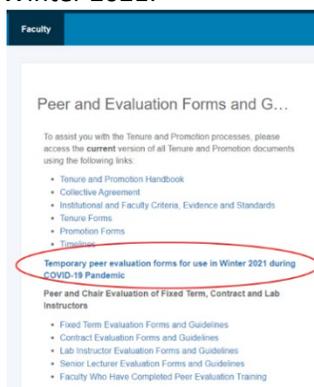
### Highlights this Week:

#### President's Updates

This is my final update for this academic year! I want to take this opportunity to thank everyone for staying the course and getting through. I know it has been hard, but we have made it!

Here are several important updates for this week and they are entail, to varying degrees, some good news, which is often in short supply these days.

- 1) The Joint MRU and MRFA Diversity and Committee (JDEC) will be meeting with the Interim Provost and me this week to hear about the pay equity study and its recommendations. The MRFA Executive Board will be briefed about the study at its December 18 meeting. Look for more information in January 2021 and at the regular MRFA meeting January 29, 2021.
- 2) GFC's Teaching and Learning Standing Committee has approved changes to the peer evaluation forms to reflect remote delivery in Winter 2021.



The forms can be found on MyMRU on the Faculty Tab. Thank you to the TLC members, Christian Cook, the TLC Chair and to Renae Watchman, the MRFA Chair of the Faculty Evaluation Committee, all of whom made these changes possible.

- 3) Accessing student participation rates for SPOTs (Student Perception of Teaching) this semester, has presented some problems. Good news: there is, however, [a workaround available](#). Many thanks to the FEC and Lavinia Moldavan for providing this!
- 4) The MRFA staff have also been working hard this semester to ensure that our Association's work continues on despite the pandemic. In recognition of our hard-working staff's efforts this semester, the MRFA Office will open on January 5 and meetings for the week have been rescheduled where possible to allow our staff some extra time to regroup. I want to thank Chantelle, Derrick, JJ and Bob for all their efforts this year. They are a stupendous team!

Enjoy the holiday break-- as much as possible under the circumstances. I hope you all make time to relax! I will look forward to seeing you in 2021.

Best wishes,  
Lee

#### CAUT Nominations

#### CAUT Executive Board Nominations



Nominations are being actively sought for election to the CAUT Executive Committee. Deadline date for nominations to all positions is **March 1, 2021**. The nomination procedures, description of positions, terms of office and CAUT release time policy outlined below are also available on the [CAUT website](#). (Click [here](#) to download the nomination form)

### **CAUT Committee Nominations**

Nominations for the following committee positions must be submitted by **February 1, 2021**. More information is available [online](#).

- Academic Freedom and Tenure Committee (3 vacancies)
- Collective Bargaining and Economic Benefits Committee (2 vacancies)
- Equity Committee (2 Vacancies - 1 member representing Academic Staff with Disabilities and 1 member representing LGBTQ2S Academic Staff)
- Librarians' and Archivists' Committee (3 vacancies)

### **CAUT Equity Award – Call for Nominations**

The deadline for nominations is **February 1, 2021**. The nomination form and procedures are available on the [CAUT website](#).

### **CAUT OHCOW Survey - Second Phase of OHCOW Survey of Workers' Experience during a Pandemic**

This survey is designed to learn about your experiences as a worker during a pandemic. This survey is a repeat of the survey originally launched in April/May 2020. Things have changed since this first survey, so we thought it would be wise to re-launch the survey again during this second wave of the pandemic. To access the survey please select the appropriate link:

- For healthcare workers (including EMS) working at healthcare workplaces (including homecare): [https://www.surveymonkey.com/r/Pandemic\\_Survey](https://www.surveymonkey.com/r/Pandemic_Survey)
- for all other workers either working from home (i.e. remotely), or at a non-healthcare workplace : [https://www.surveymonkey.com/r/Pandemic\\_survey2](https://www.surveymonkey.com/r/Pandemic_survey2)

During the previous survey, just over half of the respondents took less than 15 minutes to complete the survey (the shortest time was 5 minutes). Those who went through the survey slowly and provided thoughtful comments took up to half an hour. If you feel uncomfortable answering a particular question, please just skip it. All the information collected in this survey is confidential. Only the researchers directly involved in this project will see all the answers. The team will not keep any information that could identify you or others. All the data collected will be stored on a secure server. CAUT intends to use the data collected for research and to share with research organizations for the end purpose of improving pandemic working conditions. The data, analysis and related information may be used in presentations, websites, and union, trade, and academic publications. If you have questions, please contact John Oudyk at [joudyk@ohcow.on.ca](mailto:joudyk@ohcow.on.ca)

### **Newsletter Feedback**

Do you like the new Bulletin Format? [Yes](#) or [No](#). Please feel free to send comments and suggestions to [communications@mrfa.net](mailto:communications@mrfa.net).

## **MRFA News**

### **MRFA Holiday Closure**

The MRFA remote offices will be closed from December 21 – January 4 and will re-open on January 5.



## MRFA Upcoming Events

### Connect with Colleagues Online – Nourishing Soup and Chat

Hosted by: Michelle Briegel at 12:00 – 1:00pm on Tuesday **December 15**. The season for warm soup is here. Please join us to share a bowl of soup and friendly conversation. Bring your favourite soup recipe to share with your colleagues. Register in advance ([bit.ly/3lBRcPz](https://bit.ly/3lBRcPz)) to have soup delivered to you (space limited). [Zoom Link](#) – This link is also available at [mrfa.net/calendar](http://mrfa.net/calendar). Other Online Social Events coming soon are available [here](#).

### MRFA Spring ‘retreat’ 2020 – proposal deadline

The MRFA’s PD Committee is planning an online ‘retreat’ for Spring 2021. Proposals can be submitted [online](#) by January 11. Also, please let us know what your preference would be for mode of delivery by filling out a quick form [online](#).

### Pre-GFC Drop in Meetings

The MRFA Academic Liaison Committee’s pre-GFC meetings are held a day in advance of GFC meetings, from 1:00 – 2:00pm, on the following dates:

- **January 14, 2021**
- February 11, 2021
- March 11, 2021
- April 22, 2021
- May 27, 2021

Zoom Links for all meetings are available in the MRFA Calendar ([www.mrfa.net/calendar](http://www.mrfa.net/calendar))

### Connect with Colleagues Online – Drumming Lesson

Bring your partner, kiddos and friends and learn how to drum on **January 22** at 3:30 – 4:30pm. Hosted by Paul Johnston and Mirjam Knapik. [Zoom Link](#) – This link is also available at [mrfa.net/calendar](http://mrfa.net/calendar). Other Online Social Events coming soon are available [here](#).

Other Social Events to come in Winter 2021 include:

- Family Vision Board Event
- Bollywood Dancing
- Dance to the Anatolian Beat

Stay tuned for more details on these events.

### MRFA Drop in Sessions – You Have Questions? We Have Answers!

Do you have questions about grievances, faculty evaluation, tenure processes, PD funds or other topics? Ask your President, and other Association Officers, at regularly scheduled MRFA drop in sessions:

- Thursday **January 28**, 1:00 – 2:00
- Friday February 26, 1:30 – 2:30
- Wednesday March 23, 11:00-12:00
- Friday May 28, 12:00 – 1:00

Can’t make it to any of the scheduled sessions? Submit your question [online](#), and it will be answered in the session and notes will be provided later. Members who submit questions online will be entered to win one of five 10\$ Starbucks gift cards. (draw to take place in May). Join a session: [zoom.us/j/93961554098](https://zoom.us/j/93961554098)



### **MRFA Comment Form**

The MRFA is seeking members' input on any matter relevant to the MRFA: currently we are soliciting members' input specifically related to members' experiences working from home and transitioning to remote delivery. Members are welcome to use this [online form](#) to submit their feedback on MRFA initiatives, communications, and any other matters the MRFA may or should be involved in.

### **Connect Online on Fridays**

The MRFA is hosting weekly open zoom meetings, **Members Rejuvenate on Friday Afternoons**, 3:30 – 6:00pm, for members to get together. Please refer to the [MRFA google calendar](#) (Click on the “+GoogleCalendar” so you can easily access it anytime) for links to MRFA zoom meetings.

### **Faculty are Asked to Complete a Profile Demonstrating the Value of PSE**

Even amidst the current challenges, we need to continue to advocate for PSE. The MRFA Advocacy Committee plans to showcase the value of the work being achieved, thereby illuminating the damaging consequences of diminished funding and support for the post-secondary landscape. If you would like to volunteer to be highlighted as part of this initiative, please fill out the [online faculty profile form](#) or contact our Advocacy Officer Frank Cotae ([fcotae@mtroyal.ca](mailto:fcotae@mtroyal.ca)). The Advocacy Committee will also be highlighting the significant impacts these budget cuts have on our students. Members are welcome to share the [online student profile form](#) with students who want to have their voice heard.

### **Faculty Members are Asked to Provide Their Contact Information**

Thank you to all members who have taken the time to provide their private contact information. If you have not yet had a chance to respond please do so now [online](#). It is important that the Association have this information on file in the event of a lockout or strike. Please note – this is just a matter of preparedness and is not in any way related to the current state of negotiations.

### **Google Calendar**

Instructions for how to add the MRFA Calendar to your Google Calendar are available [here](#), and the calendar is always available at [mrfa.net/calendar](http://mrfa.net/calendar).

### **CAUT News**

#### **CAUT OHCOW Survey - Second Phase of OHCOW Survey of Workers' Experience during a Pandemic**

This survey is designed to learn about your experiences as a worker during a pandemic. This survey is a repeat of the survey originally launched in April/May 2020. Things have changed since this first survey, so we thought it would be wise to re-launch the survey again during this second wave of the pandemic. To access the survey please select the appropriate link:

- For healthcare workers (including EMS) working at healthcare workplaces (including homecare): [https://www.surveymonkey.com/r/Pandemic\\_Survey](https://www.surveymonkey.com/r/Pandemic_Survey)
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pandemic working conditions. The data, analysis and related information may be used in presentations, websites, and union, trade, and academic publications. If you have questions, please contact John Oudyk at [joudyk@ohcow.on.ca](mailto:joudyk@ohcow.on.ca)

### **Executive Board Vacancies**

Nominations are being actively sought for election to the CAUT Executive Committee. Deadline date for nominations to all positions is **March 1, 2021**. Elections will take place at the CAUT Council meeting in Ottawa – April 22-25, 2021. Nominations of members of marginalized groups are encouraged, including but not limited to Aboriginal peoples; women; racialized academic staff; academic staff with disabilities; and lesbian, gay, bi-sexual, trans, queer, and two-spirited academic staff. The nomination procedures, description of positions, terms of office and CAUT release time policy outlined below are also available on the [CAUT website](#) (Click [here](#) to download the nomination form)

### **Committee Vacancies**

Academic Freedom and Tenure Committee (3 vacancies)

Members of the [Academic Freedom and Tenure Committee](#) should have had considerable involvement in and knowledge about academic freedom. They must be sympathetic to, and have had experience in the defence of academic freedom and tenure, and they should be willing and available to dedicate considerable time to the work of the Committee between meetings, including promotion of academic freedom, drafting of documents, and other related activities.

Collective Bargaining and Economic Benefits Committee (2 vacancies)

Members of the [Collective Bargaining and Economic Benefits Committee](#) should have demonstrated experience in collective bargaining. They should be able to commit time between meetings to the work of the Committee, including drafting of model clauses, development of policy statements and other related activities.

Equity Committee (2 Vacancies - 1 member representing Academic Staff with Disabilities and 1 member representing LGBTQ2S Academic Staff)

The [Equity Committee](#) is composed of two members of the following groups: Aboriginal academic staff; academic staff with disabilities; lesbian, gay, bi-sexual, trans, queer and two-spirited academic staff; racialized academic staff; and women academic staff. Members of the Equity Committee should have considerable experience in and commitment to the advancement of equity. Members should be willing and available to dedicate significant time between meetings to the work of the Committee, including drafting and editing policy documents, preparing advice for the Executive and Council, and other related activities.

Librarians' and Archivists' Committee (3 vacancies)

Members of the [Librarians' and Archivists' Committee](#) should have considerable experience and knowledge of the professional interests and academic concerns of librarians and archivists at Canadian post-secondary institutions. They ought to be aware of policy matters pertaining to academic rights and working conditions of academic librarians and archivists. Members should be willing and available to dedicate significant time between meetings to the work of the Committee, including the conference planning, drafting or editing documents, responding to enquiries and other related activities.

### **CAUT Equity Award – Call for Nominations**

CAUT is soliciting nominations for the CAUT Equity Award. The Award was established in 2010 to recognize post-secondary academic staff who have demonstrated an outstanding commitment to challenging exclusionary behaviours and practices such as racism and homophobia and by so doing have made post-secondary education in Canada more inclusive. Nominations for the award may be submitted by academic staff associations or any other interested parties or individuals. The deadline for



nominations is **February 1**, 2021. The nomination form and procedures are available on the [CAUT website](#).

### **Previous Bulletin (MRFA News)**

#### **MRFA Statement on Academic Freedom**

The MRFA Executive Board has posted a statement on Academic Freedom on the MRFA website. [Read More](#).

#### **Member Advisory - Medical Leaves, Return to Work Meetings and Accommodations**

The Association has put together reference information for members that are navigating these processes, whether as the Employee that needs to access these processes or as a colleague that fulfills a resource function due to their role in the Academic Unit (e.g. a Chair). Should you have any specific questions and/or concerns that are not addressed in the advisory, please do not hesitate to contact the Association at [LabourRelations@mrfa.net](mailto:LabourRelations@mrfa.net). Read the Advisory [Online](#).

#### **Covid Measures on Campus**

The Association continues to liaise with MRU administration regarding members' Health and safety on campus with respect to Covid19 and we continue to encourage reporting where appropriate. The Association has been informed that when a case is identified on campus all affected areas are marked as closed and appropriate cleaning takes place: these measures have been effective as, other than the recent Cougar team outbreak, there has been no evidence of transmission on campus. **To ensure the campus remains safe for those who need to be there, it is imperative that individuals do not go to campus if they are experiencing symptoms and if you have been diagnosed you should [report it to OH&S](#) so they can support contact tracing.** [Read More](#)

#### **Reminder: Call for Statements of Interest**

The MRFA is calling for statements of interest for the following positions. These appointments will be made by the MRFA Executive Board in accordance with the MRFA's Bylaws, Policies and related committee charters. The MRFA encourages expressions of interest from members with a diverse range of backgrounds and experiences. Members interested in serving in either of these positions are invited to submit a statement of interest to [office@mrfa.net](mailto:office@mrfa.net). Statement of Interest guidelines, as well as the optional self-identification form, are available [online](#). Eligible candidates must not be anticipating a leave from the University of more than 60 days during the term of membership on the committee.

- **Academic Liaison Committee** - Health, Community and Education Representative: 1 position for 2020 -2022. Eligibility: candidate's home department must be in the Faculty of Health, Community and Education.
- **MRFA Contract Representative on the Transportation Advisory Committee**: 1 position for 2020 - 2022. Eligibility: must be Contract faculty
- **MRFA Professional Standards and Ethics Committee**: 1 position for January 1 2021 – June 14 2021. Eligibility: all members are eligible

### **Dates and Deadlines at a Glance**

#### **December**

December 21 – January 4 ~ MRFA Offices Closed

#### **January**

January 14, 1:00 – 2:00 ~ Pre-GFC Drop in – refer to [Google Calendar](#) for Zoom Link

January 15, 3:30 – 7:30 ~ MRFA Social Event



January 22, 10:30 – 11:30 ~ MRFA PDC Get Cracking at Brunch

January 25 – 29, 2021 ~ Advocacy Week

January 28, 1:00 – 2:00 ~ MRFA Drop in Session – Submit your questions [online](#) and attend the session on [Zoom](#)

**January 29, 1:00 – 3:00 ~ MRFA Regular Meeting**

## February

February 11, 1:00 – 2:00 ~ Pre-GFC Drop in – refer to [Google Calendar](#) for Zoom Link

February 26, 10:00 - 12:30 ~ MRFA Winter PD Day

February 26, 1:30 – 2:30 ~ MRFA Drop in Session – Submit your questions [online](#) and attend the session on [Zoom](#)

## March

**March 4, 4:00 – 6:00 ~ MRFA Regular Meeting**

March 11, 1:00 – 2:00 ~ Pre-GFC Drop in – refer to [Google Calendar](#) for Zoom Link

March 19, 8:30 – 10:00 ~ MRFA PDC Get Cracking for Breakfast

March 23, 11:00-12:00 ~ MRFA Drop in Session – Submit your questions [online](#) and attend the session on [Zoom](#)

March 26, 3:30 – 7:30 ~ MRFA Social Event

March 26, 2021 ~ Scholarships for Dependents Deadline ~ [mrfa.net/faculty-opps](http://mrfa.net/faculty-opps)

## April

**April 9, 11:00 – 1:00 ~ MRFA Regular Meeting**

April 22, 1:00 – 2:00 ~ Pre-GFC Drop in (hosted by ALC) – refer to [Google Calendar](#) for Zoom Link

April 26 – 27, 8:30 – 5:00 ~ Spring Retreat ~ Online

## May

May 14, 2021 ~ Contract Service Honorarium Deadline ~ [mrfa.net/faculty-opps](http://mrfa.net/faculty-opps)

**May 14, 9:30 – 1:00 ~ MRFA Annual General Meeting**

May 21, 3:30 – 7:30 ~ MRFA Golf Tourney, Rec Day & Keg Drain ~ Tentative

May 27, 11:00 – 1:00 ~ MRFA BBQ ~ Tentative

May 27, 1:00 – 2:00 ~ Pre-GFC Drop in – refer to [Google Calendar](#) for Zoom Link

May 28, 12:00 – 1:00 ~ MRFA Drop in Session – Submit your questions [online](#) and attend the session on [Zoom](#)

May 28, 2021 ~ Scholarships for Dependents Deadline ~ [mrfa.net/faculty-opps](http://mrfa.net/faculty-opps)

## June

June 12-August 13, 2021                      MRFA Office and Faculty Centre Closure

## Contact Us

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