



Mount Royal Faculty Association Bulletin January 18, 2021

Highlights this Week:

Members Advisory – Grievances

Grievances play an important role in

- enforcing the rights and responsibilities negotiated between faculty and the Board of Governors in the Collective Agreement,
- identifying ambiguities and oversights which can be addressed in future rounds of bargaining, and
- protecting the rights of faculty with regard to hiring and working conditions, health and safety, promotion, and discipline.

Read the Member Advisory [online](#) to find out more about

- what can be grieved,
- how to initiate a Step 1 grievance, and
- what the potential implications are of grievances.

Events Next Week: MRFA Advocacy Week and Regular Meeting

Members are encouraged to attend our upcoming [Regular Meeting](#) and participate in activities which will be promoted as part of the MRFA's seventh annual Advocacy Week, January 25 – 29, 2021. Academic Staff in Alberta are facing unprecedented threats from the provincial government which could change the landscape of post-secondary education in Alberta for decades to come. We need to collectively stand in defense of accessible high-quality education in Alberta.

- Events:
 - Panel Discussion on PSE 2030 – January 25, 1:00 – 2:00pm (tentative)
 - Info Picket – January 29/30 (tentative)
 - MRFA Regular Meeting – January 29, 1:00 – 3:00pm (register [online](#))
- Take Action:
 - [Send a Letter](#) urging the government to reverse the cuts to post-secondary!
 - Respond to the Survey – to be distributed soon
 - Post on Social Media – member posting encouraged and content will be provided

Call for Statements of Interest - Additional Members for the MRFA Equity Review of Governance and Operations Working Group

The MRFA is calling for statements of interest to fill three positions which have been added to the MRFA's current Equity Review of Governance and Operations Working Group. These positions will assist the working group in the development of a five year equity, diversity and inclusion plan for the Association. All MRFA members will be invited to a series of consultation sessions throughout the development of the plan and it will be brought to the membership for discussion at the April Regular Meeting.

The working group charter is available [here](#) and the current members of the committee are listed [here](#). These appointments will be made by the MRFA Executive Board as early as January 20 in accordance with the appointments process within the MRFA's Policy and Procedures Manual. The MRFA encourages expressions of interest from members with a diverse range of backgrounds, expertise, and experiences within the fields of equity, diversity, and inclusion. Members interested in serving on this working group



are invited to submit a statement of interest to office@mrfa.net by **January 19**. Statement of Interest guidelines, as well as the optional self-identification form, are available [online](#).

Events This Week

- January 22 at 10:00am – **Get Cracking on the Personal Journey of Anti-Racist Work**– [Register Online](#).
- January 22 at 5:30pm – Introduction to Hand Drumming with Paul Johnston and Mirjam Knapik – [Read More](#)
 - Refer to [Google Calendar](#) for Zoom Links

Question of the Week

Did you attend any of the recent PSE 2030 Town Halls? “[Yes](#)”, “[No](#)” or “[I did not know about these sessions](#)”. (View the PowerPoint from the town halls [online](#)).

Please feel free to send comments to the MRFA at office@mrfa.net.

Jan 11, 2021 Bulletin Question Results

Do you support the MRU initiative to not hold meetings on Thursdays? 69 members responded: 64% indicated they were in favour of this initiative and 36% were not in favour of it. (It is noted that there could have been an option for uncertain / other and this may have skewed these results).

MRFA Upcoming Events

Connect with Colleagues Online – Drumming Lesson

Bring your partner, kiddos and friends and learn how to drum on **January 22** at 5:30 – 6:30pm. Hosted by Paul Johnston and Mirjam Knapik. [Zoom Link](#)– This link is also available at mrfa.net/calendar. Other Online Social Events coming soon are available [here](#).

Equity, Diversity and Inclusion in the Learning Environment - PD Series

The MRFA's Professional Development and Diversity and Equity Committees are co-hosting a series of sessions relating to equity, diversity, and inclusion in the learning environment. Additional information on each session will be available closer to the date and registration will be required for each session – [Register Online](#).

- **Jan 22**, 10:00–11:30, Get Cracking - Personal Journey of Anti-Racist Work
- Feb 26, 10:00–12:30, Winter PD Day - Enhancing EDI in the Classroom
- Mar 19, 8:30 –10:00, Get Cracking - Difficult Conversations in the Classroom
- April 26, time TBD, Spring Retreat Panel - Inclusive Online Learning Environments

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:

- Tuesday **January 26**, 11:00 – 12:00
- 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



Connect with Colleagues Online – Personal & Family Vision Boards

February 5, 5:00 – 6:30pm - Hosted by Pattie Pryma. More information will be available soon.

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:

- Wednesday, **February 10**, 2021: 4-5p.m.
- Wednesday, March 10, 2021: 4-5p.m.
- Wednesday, April 21, 2021: 1-2p.m.
- Wednesday, May 26, 2021: 2-3p.m.

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

Connect with Colleagues Online – Dance to the Anatolian Beat

February 19, 7:00 – 7:30pm - Hosted by Gülberk Koç Maclean. Taste some of Calgary's best Turkish Cuisine, or try to make your own (a list of restaurants and a recommended recipe will be provided closer to the date). After dinner, participate in a Dancing Lesson.

Other Social Events to come in Winter 2021 include:

- House Party – Gaming night in March
 - Craft Activism “Craftivism” in the Makers Studio in April
- Stay tuned for more details on these events.

MRFA Reminders

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). 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.

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
- for all other workers either working from home (i.e. remotely), or at a non-healthcare workplace : 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

CAUT Nominations and Awards

- **CAUT Executive Board Nominations** - Click [here](#) to download the nomination form
- **CAUT Committee Nominations** - More information is available [online](#).
- **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](#).

Previous Bulletin (MRFA News)

Public Interest Alberta PSE Campaign - #StopPSEcuts

PIA has launched a campaign to urge the provincial government to Invest in Alberta's future and Stop the cuts to post-secondary education. This campaign is an effort of a coalition of organizations, including the MRFA/MRU, representing over 154,000 undergraduate and graduate students, over 11,000 faculty and instructors, and over 13,000 support staff in Alberta's post-secondary education system. It has never been more clear that the working conditions of faculty and staff are the learning conditions of students. We need to work together like never before to push for our world-class post-secondary education system to be funded like the essential public service it is. Not only for our economy today, but for the economy of the future. [Read More About the Issues](#) and [Take Action!](#)



Meeting Free Thursdays and Email During Business Hours

The University administration is encouraging employees to keep emails to business hours (8 :30 AM- 6 PM for the Association), except for emergencies. The "Schedule Send" function is suggested as an alternative to sending emails after business hours. The University has also suggested that Thursdays be kept 'meeting free' as much as possible.

The Association supports both of these initiatives and for its part has moved or cancelled its Thursdays meetings, wherever possible. Some meetings such as those related to GFC have yet to be rescheduled pending consultation with GFC faculty members. The Association has over 110 members engaged in Association Committees and scheduling our meetings takes a great deal of effort so I want to thank the MRFA staff, especially JJ Fenez, for her work to reschedule over 20 Thursday meetings so far. Thanks, JJ!

Are you in favor of the University's suggestion to avoid meetings on Thursdays? Let us know and answer the question of the week!

Update on Student Perceptions of Teaching (SPoTs)

Student Perception of Teaching (SPoTs) instrument will also be administered according to Article 28 this semester, the Association continues to press the University to sign an MOU on their use in University processes, including contract faculty reappointment. As part of the Association's effort to ensure that SPoTs are not used punitively, the MRFA President has accepted the Interim Provost's invitation to meet with the Chairs Assembly and the Provost Council to discuss the role of SPoTs in the upcoming round of contract faculty reappointment. The Association will also be offering its Contract Hiring Information session to both Chair and members of hiring committees to ensure better understanding of the use of SPoTs. While these discussions can be useful, the Association continues to press for written assurances to guide the work of Deans, Chairs and Contract Hiring Committees during the pandemic.

Teaching Evaluation Forms Modified

Teaching evaluation forms have been modified for peer and chair evaluations that are scheduled for this semester. Although the Association prefers that evaluation of teaching is at the discretion of the faculty member, we are working under the terms and conditions of Article 28. The modified teaching evaluation forms, however, do acknowledge that our work has changed and will provide a lasting record of the pandemic's effects on our teaching.

T2200 Updates

T2200 claims for 2020. The federal government has announced that employees who were forced to work from home to claim a \$400 tax credit for home expenses without receipts. Some faculty may wish to claim expenses greater than the \$400 credit allows. To do this contact HR for a T2200 form, which the Association understands, the University will provide. For more information from the CRA about the T2200 tax credit, click [here](#).

Faculty Centre Closure - Continued

The Executive Board has decided that the Faculty Center will remain closed until September 2021 or until pandemic regulations permit its safe reopening. The Social Committee will continue to plan virtual social events as will the Professional Development Committee.

Volunteer List to Support Members Isolating or in Quarantine

MRFA members have volunteered to provide support to colleagues who are isolating or under quarantine due to the pandemic. This support may vary but could include things such as grocery delivery. Members



who are isolating and needing support are welcome to contact any of the members, listed [online](#), to get the support you need.

Call for Statements of Interest - MRFA Reassigned Time Review Working Group

The MRFA is calling for statements of interest to fill two positions on a working group being constituted to review MRFA reassigned time allocations: the committee charter is available [here](#). These appointments will be made by the MRFA Executive Board on January 20 in accordance with the MRFA's Policy Manual. The MRFA encourages expressions of interest from members with a diverse range of backgrounds and experiences, one member must be full time and one member must be contract, service on an MRFA committee is preferred and prior Executive Board service would be deemed an asset. Members interested in serving on this working group are invited to submit a statement of interest to office@mrfa.net by **January 18**. Statement of Interest guidelines, as well as the optional self-identification form, are available [online](#).

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. 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

January

January 22, 10:30 – 11:30 ~ MRFA PDC Get Cracking at Brunch – Register [Online](#)

January 25 – 29, 2021 ~ Advocacy Week

January 26, 11:00 – 12:00 ~ 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 10, 4:00 – 5:00 ~ 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 2, 9:30 – 11:30 ~ MRFA Regular Meeting

March 10, 4:00 – 5:00 ~ 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-ops

April

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

April 21, 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

April 30, 12:00 – 1:00pm ~ Committee Affair on Zoom

May

May 14, 2021 ~ Contract Service Honorarium Deadline ~ mrfa.net/faculty-ops

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 26, 2:00 – 3:00 ~ 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-ops

June

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

Contact Us

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