



## Mount Royal Faculty Association Bulletin January 25, 2021

### Highlights this Week:

#### MRFA to Receive Report on Pay Equity Study

The long-expected report on pay equity agreed to in the last round of collective bargaining is now complete. The Association and the University are meeting with the Joint Diversity and Equity Committee (JDEC) to receive the report and discuss any recommendations that it make. The Executive will review the findings this week in preparation for a meeting with members of the JDEC group February 3 to discuss the report. Given the recent “Power Gap” series in the *Globe and Mail*, the Association is anxious to review the study’s findings and will continue to advocate for our members’ interests. Looking ahead, the Executive seek member input and look for opportunities for collaboration as we move forward with the report and addressing its finding. Look for an update on the pay equity report at the regular MRFA meeting on January 29.

#### MRFA Regular Meeting

The next Regular Meeting is on **January 29**, 1:00 – 3:00pm (register [online](#)), and the agenda is available [online](#). Members are encouraged to attend to hear about recent work of the MRFA, the status of bargaining which will include a compensation report, and advocacy efforts being undertaken to defend high quality and accessible post-secondary education in Alberta.

#### Events This Week - MRFA Advocacy Week – January 25 – 29

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 in defense of accessible high-quality education in Alberta.

- **Events:**
  - **Panel Discussion on PSE 2030** – January 25, 1:00 – 2:00pm – on [zoom](#)
  - **Drive by Information Picket** – January 30, 1:00 – 1:30pm (more info to follow)
  - **MRFA Regular Meeting** – January 29, 1:00 – 3:00pm (register [online](#))
  - Cancelled Event – January 26, MRFA Drop-in Session cancelled
    - Refer to [Google Calendar](#) for Zoom Links
- **Take Action:**
  - [Send a Letter](#) urging the government to reverse the cuts to post-secondary!
  - **Respond to the [Survey](#)**
  - [Get a Lawn Sign](#) to show your support
  - **Post on Social Media** – member posting encouraged and content will be provided

#### Question of the Week

**What do you think is the best argument for publicly funded education?** Let us know what you think [online](#). (Posted comments are anonymous and may be used to support MRFA advocacy efforts with the attribution of -MRU Faculty Member)

Please feel free to send comments to the MRFA at [office@mrfa.net](mailto:office@mrfa.net).



### **Jan 18, 2021 Bulletin Question Results**

Did you attend any of the recent PSE 2030 Town Halls? 37 members responded: 22% attended a session, 54% did not attend a session, and 24% were not aware of the sessions being held. For more information about the PSE 2030 review please visit the [MRFA website](#).

## **MRFA Upcoming Events**

### **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](http://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.

### **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](#).

- **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:

- 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)



### Contract Hiring Information Sessions

Sessions are being offered jointly by the MRFA and Academic Affairs to provide an overview of appointment processes and important information with respect to the use of SPoTs during the pandemic. Sessions for Chairs are will be held on **February 24**: 2 – 3pm ([Meeting Link](#)) and on **March 9**: 2 – 3pm ([Meeting Link](#)). A session for Contract faculty members will be held on **March 10**: 3 – 4pm ([Meeting Link](#)).

## 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)
- 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)

### 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!](#)

### **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.

### **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.

### **Calls 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](mailto:office@mrfa.net) by **January 18**. Statement of Interest guidelines, as well as the optional self-identification form, are available [online](#).

#### **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](mailto:office@mrfa.net) by **January 19**. Statement of Interest guidelines, as well as the optional self-identification form, are available [online](#).



### Committee Vacancies

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

## 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](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).





## Contact Us

- [Office@mrfa.net](mailto:Office@mrfa.net) – All inquires can be directed here.
- [LabourRelations@mrfa.net](mailto:LabourRelations@mrfa.net)– All inquires relating to the Collective Agreement and Grievances can be directed here.
- [President@mrfa.net](mailto:President@mrfa.net)– All inquires related to Association governance and external affiliations can be directed here.
- [EDI@mrfa.net](mailto:EDI@mrfa.net)– All inquires and comments relating to equity, diversity and inclusion matters can be directed here.
- [Communications@mrfa.net](mailto:Communications@mrfa.net)– All inquires relating to MRFA communications can be directed here
- [Negotiations@mrfa.net](mailto:Negotiations@mrfa.net)– All inquires relating to collective bargaining can be directed here