



## Mount Royal Faculty Association Bulletin February 1, 2021

### Highlights this Week:

#### Advocacy Week 2021

##### January 30 Information Picket Summary and News Coverage

The MRFA, along with other faculty, student, and staff Associations from across the province participated in a drive by information picket on January 30, which included around 60 vehicles and roughly. News coverage from this event is available [here](#) and related information, included speeches from represented Associations, is available [here](#).

##### January 25 PSE Panel Notes – What PSE 2030 means for you, your students and Alberta’s future.

For those members who were not able to attend the PSE panel on January 25, the notes from this session are available [online](#). In Summary, the *PSE 2030* sector review, and related performance metrics, will force post-secondary institutions to focus on specific things (i.e. “building skills for jobs”) at the detriment to other aspects of their purpose (i.e. liberal education building engaged lifelong learners capable of participating fully in the modern democracy and the ever changing economy and workforce). *PSE 2030* will limit the collegial governance which is required to achieve our academic mission, to protect the quality of our programs and to protect our academic freedom in the pursuit of knowledge that will benefit society now and in the future. The Alberta government plans to destroy what it is we are about as academic institutions of higher education, and what happens here could spread (much like a virus) to other jurisdictions in Canada. **Post-secondary education serves a public good: there should be politically independent universities not directed by the government or corporate interests.**

#### Ethics Bylaws Flow Chart

The MRFA’s Professional Standards and Ethics Committee has developed an interactive infographic to provide a high-level view of the various elements included in the Association’s Ethics Bylaws. The infographic is available [here](#) and the full ethics bylaws are available [here](#).

#### Members Advisory – Ergonomics, Working from Home and WCB

While faculty continue to work from home, we want to remind you that the University must ensure you have appropriate equipment to do your job safely and accommodate any medical restrictions you might have. If you are injured while working from home, you can (and must) still file a workers’ compensation claim. This [advisory](#) outlines the University’s obligations and how the MRFA can assist should you have any difficulties.

#### MRU Focuses on Wellness at Work

MRU is undertaking various initiatives over the next two months to promote employee wellness. Faculty are encouraged to visit the new [Wellness at Work website](#) providing information associated with the various resources available to employees organized into *Four Key Pillars of Wellness at Work*:

- **Healthy Mind** - Resources related to mental health including brief descriptions and links to Homewood Health (crisis supports and an online self-paced treatment program for depression and anxiety), Sun Life Financial (extended health benefits specific to psychological coverage) and HR accommodation supports.



- **Healthy Body** - Resources related to physical health including links to Homewood Health LifeSmart Resources (nutritional coaching and lifestyle changes), Recreation, Wellness Services and HR accommodation supports
- **Healthy Work** - Resources related to the workplace including links to Homewood Health LifeSmart Resources (career planning, workplace issues and shift worker support), EHS, Campus Security and WCB
- **Healthy Life** - Resources related to ongoing aspects of life including links to Homewood Health LifeSmart Resources (relationships, parenting, eldercare and financial planning), LAPP, MRU Camps

### Events This Week

- Personal and/or Family Vision Boards – MRFA Social event [online](#) – **February 5, 5:00 – 6:30pm**
- **Members Rejuvenate on Friday Afternoons** (formerly *Attitude Adjustment*) – Friday afternoon online social – connect with colleagues [online](#). Refer to the [MRFA Google Calendar](#) for times & links.
- **CAUT Committee and Equity Award Nominations Deadline is today – February 1**
  - **CAUT Committee Nominations** - More information is available [online](#).
  - **CAUT Equity Award** – Call for Nominations – see details on the [CAUT website](#).

### Question of the Week

**Do you have the equipment necessary in your home office to safely engage in your work responsibilities while continuing to work remotely?** “Yes” “No” or “I do not know”. Members are encouraged to read the related [Advisory](#), and if you have concerns please contact the MRFA at [LabourRelations@mrfa.net](mailto:LabourRelations@mrfa.net).

Thank you to those who responded to last week’s question “**What do you think is the best argument for publicly funded education?**” Didn’t get a chance last week? You can still 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).

### 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 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 \(MRFA News\)](#)**



### **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**

#### **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 or other Association initiatives which require a high level of member engagement. 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).

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

### **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](http://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-oppo](http://mrfa.net/faculty-oppo)

**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-oppo](http://mrfa.net/faculty-oppo)

## June

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

## 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