



Mount Royal Faculty Association Bulletin March 15, 2021

Highlights this Week:

MRFA Town Halls Regarding Collective Bargaining

During the March 2, 2021 Regular Meeting, the Negotiating Committee provided an overview of the items that have been agreed upon, reached impasse, and are outstanding, with a considerable focus on Compensation and Benefits. The town hall meetings in March will provide members a robust opportunity to ask questions and provide comments to the Negotiations Committee.

Members are asked to [register in advance](#) for a session to ensure sufficient facilitators are available during the sessions. We offer two sessions to facilitate your schedule. The content presented by the Negotiating Committee at each session will be the same.

- Town Hall #3 – Monday, March 22, 2021; 3:00 – 4:00 p.m.
- Town Hall #4 – Tuesday, March 23, 2021; 9:00 – 10:00 a.m.

Academic Freedom on the Table

ULFA Vice President and Chief Spokesperson for Bargaining Daniel Paul O'Donnell spoke to the membership on March 5, 2021 about ULFA's experience with a fairly aggressive opening position from the U of L's board of governors regarding Academic Freedom. A session summary is available [here](#). The MRFA will be hosting a panel on Academic Freedom during this year's online [spring retreat](#) April 29 – 30, 2021.

CAFA and CAUT Awards Reminders:

- CAFA Distinguished Academic Awards Nominations are open - the Nomination Form and related information can be found [online](#).
- CAUT Sarah Shorten Award - recognizing outstanding achievements in the promotion of the advancement of women in Canadian universities and colleges. The deadline for nominations is June 1, 2021 and the nomination form and procedures are available on the [CAUT website](#).
- Academic Librarians' and Archivists' Distinguished Service Award - recognizing outstanding contributions by academic librarians and archivists, other academic staff, or groups to the advancement of the status and/or working conditions of academic librarians and archivists at Canadian universities and colleges. The deadline for nominations is June 1, 2021. The nomination form and procedures are available on the [CAUT website](#).

MRFA Reminders:

- **MRFA Bylaw Changes are open for comment:** [Summary of Bylaw changes](#), [Bylaws with Tracked Changes](#) for [Comment](#) by March 17
- **MRFA Member Census** – The census was sent out via email and members have until March 26 to respond. If you have any questions about the census email office@mrfa.net.
- **Volunteer List to Support Members Isolating or in Quarantine** - Members who are isolating and needing support are welcome to contact our member volunteers, listed [online](#).
- 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).

- **Faculty Members are Asked to Provide Their Contact Information** - If you have not yet had a chance to do so, please provide your personal contact information [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.

MRFA Events Coming Soon:

- March 19, 8:30 – 10:00 – Managing Difficult Conversations in the Classroom – [Register Online](#)
- **March 27 Drive by Info Picket & Protest at Jason Kenny's office** – details will be sent out soon
- **Members Rejuvenate on Friday Afternoons** (selected dates) at 3:30pm on the following dates: April 16, May 21, and June 4. – attend on [zoom](#).
- Fridays at 6:00pm – **Faculty Centre Band Socials** – music lovers are still gathering for a drop-in music session each week. All are welcome to sing, play an instrument, or listen and enjoy. email mholmgren@mtroyal.ca for the meeting url
- Wednesdays 3:00 – 4:00pm - **Tea with Lee** - on [Zoom](#).

Question of the Week

Please indicate your position on offering hybrid delivery in Fall 2021. Hybrid delivery means teaching some students in a physical classroom with online materials for all students.

- [Strongly in favour of hybrid delivery](#)
- [In Favour of hybrid delivery](#)
- [Uncertain](#)
- [Opposed to hybrid delivery](#)
- [Strongly opposed to hybrid delivery](#)
 - [Comments are welcome](#)

Members' responses to last week's question indicate that the 3 most important factors for faculty to be able to return to campus in Fall 2021 are:

1. **Full vaccine rollout**
2. **Safety protocols in place**
3. **Mandatory masks in public spaces (closely followed by mandatory masks in classrooms)**

The MRFA President, Lee Easton, will be bringing this information forward in an upcoming meetings with MRU President, Tim Rahilly.

MRFA Upcoming 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](#).

- **Mar 19, 8:30 –10:00**, Managing Difficult Conversations in the Classroom
- **April 30, 10:30 - 11:30** - Supporting Inclusion in the Teaching, Learning and Working Environment



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, **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)

CAFA News

CAFA Awards 2021 - Nominations are Open

The Nomination Form and information can be found [online](#).

CAUT News

CAUT Call for nominations for the Sarah Shorten Award.

The award was established in 1990 in honour of Sarah Shorten, who served as Vice-President (1982–83) and two terms as President of CAUT (1983–84 & 1984–85), to recognize outstanding achievements in the promotion of the advancement of women in Canadian universities and colleges.

Nominations for the award may be submitted by academic staff associations, status of women committees, or any other interested parties. **The deadline for nominations is June 1, 2021.**

The nomination form and procedures are available on the [CAUT website](#). Nominations will be reviewed by CAUT's Equity Committee and recommendations will be forwarded to CAUT Council. The number and frequency of awards will be as the Committee and CAUT Council deem appropriate.

CAUT Call for Nominations for the Academic Librarians' and Archivists' Distinguished Service Award.

The Award was established in 1994 to recognize outstanding contributions by academic librarians and archivists, other academic staff, or groups to the advancement of the status and/or working conditions of academic librarians and archivists at Canadian universities and colleges.

Nominations for the award may be submitted by academic staff associations, or any other interested parties or individuals. **The deadline for nominations is June 1, 2021.**

The nomination form and procedures are available on the [CAUT website](#). Nominations will be reviewed by CAUT's Librarians' and Archivists' Committee and recommendations will be forwarded to CAUT Council. The number and frequency of awards will be as the Committee and CAUT Council deem appropriate.

MRFA Reminders

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.



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 monthly 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 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.

MRU Policy Consultation

In accordance with the university's policy framework, drafts of the proposed new *Privacy* policy and *Access to Information* policy have been posted on the policy website for their 30-day consultation period. Together, both policies will replace the outdated Information Management policy and provide clearer direction on how the university meets its obligations regarding the collection, use, disclosure, and protection of personal information, and how the university responds to requests for access to information in accordance with Alberta's *Freedom of Information and Protection of Privacy Act*. These changes are part of a broader realignment of MRU's information management suite of policies and redevelopment of our *Records and Information Management Program* policy and *Information Security* policy are also being undertaken in parallel with this consultation period. The resulting work will consolidate the outdated *Records and Information Management Program* policy into a newly proposed *Information Management* policy and *Information Security* policy to provide an updated framework for the university's information management and protection program.

Feedback on both policies can be sent directly from the website or via these links to policy@mtroyal.ca between March 1 and March 31, 2021.

- [Access to Information Policy - Consultation Draft](#)



- [Privacy Policy - Consultation Draft](#)

Read the draft policies and submit feedback [here](#).

Dates and Deadlines at a Glance

March

March 19, 8:30 – 10:00 ~ MRFA PDC and DEC – EDI series Session 3 – [Register Online](#).

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 29-30, 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

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