



Mount Royal Faculty Association Bulletin March 22, 2021

Highlights this Week:

Defend Post-secondary Education in Alberta and Canada

#stopPSEcuts

Participate in a drive by protest - **March 27, 4:00 - 5:00pm**. Arrive at North Hill Centre (16th ave & 14th street) at 4:00pm. A volunteer will tape signs on your vehicle and at 4:15pm we will all drive to McDougall Centre (455 6th street SW) and circle the block for 30 minutes. Participation is limited - [Register online](#). If you have not done so already, [sign up to get a lawn sign](#) to "Support our Colleges and Universities"

University of Alberta

Today the AASUA is launching a campaign to fight back against Kenney's cuts to post-secondary education and to protect our future. MRFA Members can support our UofA Colleagues by:

- Sharing the [AAUSA Facebook post](#) announcing the campaign.
- Publishing your own post with a link to the [AAUSA campaign petition page](#).
 - Template post copy for your convenience:
 - By attacking #abpse, Kenney is putting more people out of work, impairing our economy and jeopardizing our future. Sign to stop the cuts and protect our future. <https://protectourfuture.ca> #ableg #YEG
 - #UAlberta is a major engine of Alberta's economy, driving learning and innovation. We stand with @TheAASUA. Join the fight. Protect our future. <https://protectourfuture.ca> #ableg #abpse #YEG

Update on Laurentian University and Call to Action

Laurentian University in Sudbury, Ontario is the first public university to declare insolvency. The MRFA Executive Board has sent a letter to the Laurentian University Faculty Association expressing our support of their ongoing efforts, but they need more support from individuals. **Please take a moment to lend your voice by asking the federal government to step up.** The federal government can assist through its support for Official Languages and Indigenous education, research and core operating funds. It can show leadership by working with the provinces to develop and fund a plan for post-secondary education as it has for childcare, housing and health care. Please take two minutes to [sign this letter](#). If sharing on social media, tag @LUFU_APPUL and use #cdnpse and #FundLU.

MRFA President's Update- March 22

Good afternoon all! We are nearing the finish line of another semester and Spring seems to be near! Two important issues are top of mind for me today.

Pay Equity Study

The University and members of the JDEC group will meet with MRFA Member-at-Large Irene Shankar and MRFA President **on Monday March 29** to discuss the following items.

1. Which elements of the aggregate data from the consultant's report can be released, while respecting individuals' privacy. This is in response to the demands of the MRFA with respect to dissemination of aggregate data.



2. The University will apprise us of their plan to address Item 7 in the MOU on Article 24-Diversity and Equity which stipulates that the University must address those individuals whom the pay equity study has identified as having an inequity due to gender.
3. The University has expressed an interest in determining a process to address pay inequities from an intersectional framework.

An update on pay equity is on the agenda for the April Regular meeting. I remain committed to providing regular updates as necessary.

Return to Campus Plan

Last week, the Minister of Advanced Education announced that the Alberta government wants Alberta PSE to plan for a full return to campus in Fall 2021. There are many questions related to the return to campus including (not limited to) how that return will be managed, what safety protocols will be in place and how to deal with questions about in-class and remote delivery. The University has established a Campus 2021-2022 group that will address these and other questions and GFC will continue to engage with academic matters related to the return to campus. In addition, members will also have an opportunity to discuss return to campus plans at the regular April MRFA meeting. Meanwhile, provide us feedback on the [Pandemic Comment form](#) noting your concerns about returning to campus in Fall.

MRFA Policy and Procedures – Amendments are open for Comment

The following Policies are open for member comment in accordance with MRFA Policy Development Process (see article 17 of the [MRFA Policy Manual](#)). Comments may be submitted via this online comment [form](#).

- [Article 14 – MRFA Representatives](#) - Comment Deadline is April 8
- [Article 10 – Conflict of Interest](#) - Comment Deadline is April 21

Members may also submit policy proposals to the MRFA's Bylaws and Governance Committee for consideration. Policy proposals may be submitted via this [form](#).

MRFA Upcoming Events & Reminders:

- **Bargaining Town Halls** - Members are asked to [register in advance](#). 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.**
- **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.
- **March 27 Drive by Info Picket & Protest at the McDougall Centre** – details above
- **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

How satisfied are you with Association's efforts to resolve the pay equity study?

- [Very Satisfied](#)
- [Satisfied](#)



- [Neither satisfied nor dissatisfied](#)
- [Dissatisfied](#)
- [Very dissatisfied.](#)

67 members responded to last week's question on hybrid delivery: **55% were opposed or strongly opposed to hybrid delivery, 27% were in favour, and 18% were uncertain.** The Association will be reviewing members' comments on this issue, and the MRFA President will be bringing this information forward in upcoming meetings with applicable MRU committees and administrators.

MRFA Upcoming Events

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)

Spring Retreat 2021

As you are aware, the retreat is online this year on **April 29-30, 2021**, but we are trying as much as possible to maintain a similar format and offerings based on the preferences members indicated for this year's online retreat. The program is available [here](#) and members wanting to attend any of the sessions will be asked to register online. The registration form will be sent out soon.

We have scheduled our usual Kananaskis retreat for Spring 2022 and hope to be back out there next year. So, save the dates – **April 25-26, 2022.**

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 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

April

April 9, 11:00 – 1:00 ~ MRFA Regular and Special Meetings

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-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 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

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