



Mount Royal Faculty Association Bulletin September 7, 2021

Highlights this Week

Good afternoon, Colleagues,

Here we are at the beginning of another Fall semester amidst great uncertainty. Let me say that the MRFA Executive Board and I have been assessing the best way forward with the continuing rise in Delta variant COVID-19 cases and the confusing recommendations from the government. We continue to seek answers to the questions you have posed last week about the rapid testing program and vaccine declarations.

In addition, an emergency meeting of the MRU Coalition (MRSa and SAMRU) was held today to find areas of common ground in creating a safe return to campus. Spirit River Striped Wolf formally conveyed the students' appreciation for all the support that faculty and staff have given students. Look for more information there. I also understand that the Occupational Health and Safety Committee should be meeting soon, a much-welcomed development. The Association is compiling a FAQ that will be available to members' questions about the return to campus. The Executive Board meets tomorrow to consider its next steps and I will report to you after that meeting.

Meanwhile, let me congratulate Shelley Rathie as the Association's new Communications Officer. Shelley brings a wealth of expertise to the Board and I am looking forward to working with her over the next year. Welcome, Shelley!

Bargaining Bulletin

At the Special meeting held on September 2, the MRFA's Vice-President Negotiations, Kirk Niergarth provided an update on bargaining. Part of this update included a poll of members' position on the current Board offer. For details please view the bargaining bulletin [here](#). (Note – you need to [log in](#) to your account in order to access the bulletin).

Teaching in a Hybrid World – Event Notes

The MRFA's PD Committee hosted a discussion amongst faculty to explore various aspects of delivery in fall 2021. Those present found the discussion helpful and members are welcome to view the notes from this session [online](#).

MRFA By-election Results and filling committee vacancies

MRFA By-election Voting Results

Shelley Rathie has been appointed to serve as the Association's Communications Officer for the 2021-2022 term. You can reach Shelley at communications@mrfa.net

Call for Statements of Interest

The following positions are to be appointed by the MRFA Executive Board in accordance with MRFA [Bylaw 13.1.1](#) and MRFA [Policy article 14](#) and related committee charters and the Collective Agreement where applicable

Academic Liaison Committee

Position: 1 position for 2021-2023

Eligibility: All regular members from the Faculty of Science and Technology. Experience on GFC would be deemed beneficial.

Advocacy Committee

Position: 1 position for 2021-2022

Eligibility: All contract members are eligible.

Awards Committee Chair

Position: 1 position for 2021 -2023.

Eligibility: This position is open to all regular members. Demonstrable understanding of the variety of ways and various levels to assess teaching, as per MRU standards (competent teaching, proficient and scholarly teaching and leadership and excellence in teaching), would be deemed beneficial.

Faculty Evaluation Committee

Position: 1 position for 2021-2023 and 1 position for 2021-2022

Eligibility: All contract members are eligible for the two-year position and all regular members are eligible for the one-year position. **For representative purposes for the latter position, members from the Faculties of Science and Technology or Business and Communications, or members who are Lab Instructors would be preferred.**

Member Engagement Committee

Position: 2 positions for 2021-2023 and 2 positions for 2021-2022

Eligibility: All contract members are eligible. For representative purposes, candidates from a variety of sessional appointment types would be ideal (e.g. clinical, lab, sessional, continuing, and fixed term).

Professional Standards and Ethics Committee

Position: 1 position for 2021-2022

Eligibility: All members are eligible.

Social Events Committee

Position: 1 position for 2021-2023

Eligibility: All contract members are eligible.

Job Action Preparedness Committee (*This position would be called for after the Sept 2 Special Meeting whereat Shelley will be likely elected to Comm Officer and we would then have this vacancy to fill*)

Position: 1 position for 2021-2023

Eligibility: All members are eligible

Tenure and Promotion Committee Training Sessions

Article 9.1.9 requires that members and alternates serving in their first year on a Tenure or Promotion Committee (or on UTPC) attend one of the workshops conducted jointly by the MRFA and Academic Affairs. Topics include responsibilities of committee members, tenure and promotion criteria, congruence of scholarship expectations with teaching loads at an undergraduate university, the need for flexibility in assessing a candidate's performance, training on equity, diversity and inclusion, and the principles of due process and natural justice. Additional information will be provided this year regarding tenure and promotion process considerations relating to the pandemic. Sessions are being offered on multiple days to ensure you can attend. [Register](#) for one of the sessions listed below and you will receive a calendar invite for the session you register for.

- September 14, 1:00 - 3:00p.m.
- September 28, 2:00 - 4:00p.m.

- October 4, 2:30 - 4:30p.m

Participation is not limited to those who are required to attend. Anyone who would like to or feels they need a refresher is most welcome. For those unable to attend any of the below sessions, but who require the training are asked to contact Chantelle Anderson (cpanderson@mtroyal.ca)

Question of the Week

Please indicate your level of support for the return to campus rapid testing plan as you currently understand it?

In a relatively high response rate to last week's question members indicated that, given the current circumstances with the pandemic, their comfort level with the following delivery models for fall 2021 were:

- The majority of respondents were not comfortable with the status quo - current ratios of in-person and remote delivery: 24% Comfortable, 51% uncomfortable, and 25% neither
- The majority of respondents would be comfortable with having the ability to switch between in-person and remote delivery as necessary (e.g. when not feeling well or due to children being quarantined/isolated): 68% comfortable, 22% uncomfortable, and 10% neither
- The majority of respondents were comfortable with fully remote delivery for fall 2021: 61 % comfortable, 30% uncomfortable, and 9% neither.

Thank you to all members who take the time to respond to these questions. The Association continues efforts in representing your concerns and your feedback is very helpful in this process!

In Memoriam –

Joe Purves

Joe Purves, a retired member from the department of Chemistry and Physics, passed away on August 25 at the age of 82. Joe began teaching at Mount Royal College in 1983 where he was an enthusiastic and much-loved physics and math instructor. He engaged with his students at all levels because he could explain complex issues in a way that made sense and with a dose of humour. Although he officially retired in 2005, he continued to teach physics on a part-time basis until he was 81. Joe was a quiet, easygoing guy who always had a joke or story to tell. He was very private and preferred to learn about others' lives than to talk about himself. He would go out of his way to offer guidance to his students. He will be sadly missed by his family and his many friends and colleagues. A Celebration of Joe's Life will be held at Iron Horse Park in Airdrie on Friday, September 10, 2021 from 12:30 p.m. to 3:30 p.m. To express condolences, share memories, and to make a donation in Joe's name, please visit: www.mountainviewmemorial.ca.

Peggy Brydon

Peggy Brydon, a retired member from the department of English, Languages and Cultures, passed away on August 20, 2021 at the age of 96. Peggy retired from Mount Royal College in 1988 after twenty-eight years, and is remembered by the MRFA in the honorific naming of one of its board rooms after her (room 1 is the Peggy Brydon Room). Peggy had the respect of her colleagues as "a colleague, a wonderful mind, a committed academic scholar, and one heck of a debater" and (legend has it) she was instrumental in the Association gaining a substantial wage increase in 1981 contract negotiations. Albeit, the increase came with substantial workload increases, but was considered significant progress at the time! Peggy's passion for teaching and scholarship was valued by the students who studied with her and by whoever happened to be around. If friends so desire, memorial tributes may be made to the For the Love of Children Society of Alberta, 11 Canova Road S.W., Calgary, AB T2W 2K5, ftlocs@telus.net or the Heart & Stroke Foundation of Alberta, 200, 119 - 14th Street N.W., Calgary, AB T2N 1Z6 Telephone: (403) 264-5549, www.heartandstroke.ca. To send flowers to the family of, visit [Tribute Store](#).

MRFA Reminders

Reminder - MRFA 2025: Towards a More Diverse, Inclusive and Equitable Association - Open for Consultation

Last year the Association made a number of structural changes to make the Association more inclusive and welcoming. As part of this continuing effort, the Executive Board approved in principle the draft version of the Association's four-year plan MRFA 2025. The Board also endorsed a consultation plan that will offer members the opportunity to discuss the Plan. Members of the Association can review the draft Plan and offer comments [online](#) (Please Note: to see the draft plan you will need to [log in to your mrfa.net account](#)).

MRFA PDC Events on Managing In-Person and Remote Delivery

Save the Date - Fall PD Day – Resources for Members: October 14, 10:00am – 12:30pm

Let us know what you want to learn more about!

The PDC invites members to [let us know](#) what types of PD sessions would be of interest this year. In addition to the series noted above, the committee is planning a PD for scholarship series in the Winter 2022 semester.

Scheduling with Your Association (@mrfa.net)

Trying to schedule a meeting with the MRFA but can't see availability in the google calendar? Due to the move to the @mrfa.net email server, the President's and Association Staff members' calendars are viewable by searching for them in your calendar using the full email address (i.e. facultyrelations@mrfa.net). Members are encouraged to contact office@mrfa.net for all scheduling requests.

Faculty Centre Update

The Faculty Centre remains closed until further notice: our target opening date is **October 12, 2021**. Members are encouraged to send inquiries and booking requests to office@mrfa.net.

Resources from the Professional Standards and Ethics Committee

Your Professional Standards and Ethics Committee (PSEC) has developed some useful resources over the past couple of years and is linking them here again for your reference. If there are any specific items you would like information on within the [mandate of PSEC](#), please feel free to send input to FacultyRelations@mrfa.net.

- [When to contact the MRFA](#)
- [MRFA Ethics Bylaws Flowchart](#)
- [Robert's Rules for Online Meetings](#)
- [Robert's Rules Cheat Sheet](#)

@mrfa.net Spam Email Filtering

It has been brought to our attention that some MRFA emails are being filtered to spam when they are sent from the Association's @mrfa.net server. Please take a moment to ensure that you have not missed messages and mark @mrfa.net as safe if any messages have been filtered to spam (the most recent message was sent from negotiations@mrfa.net on April 13). Moving forward, the Association will be sending more communications from its server; so, it is important that you keep this in mind should you suddenly stop receiving our messages.

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.

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.