MRFA Weekly Bulletin

November 1, 2021

Vaccine Directive

As of today, the University is no longer providing rapid testing kits for those who are participating in the rapid testing program. Faculty who have access to a Health Spending Account can access their HSA to cover the costs of the testing. The Association continues to explore the implications of the Vaccine Directive for faculty who will not be fully immunized by January 1, 2022. The Association maintains that provisions of the Collective Agreement must be upheld especially with regard to the imposition of unpaid leaves and/or the decision to not reappoint affected contract faculty to courses in Winter 2022. The Association has been in contact with the affected members and will continue to communicate with them directly as discussions affecting them continue with the administration.

MRFA Highlights this Week

1 Faculty Achievement Celebration

This annual event, co-sponsored by Academic Affairs and the Mount Royal Faculty Association, recognized faculty members' achievement of permanence, tenure, and promotion. Despite the continuing restrictions related to the pandemic, the Association again celebrated faculty achievements over the past year. Over 50 people attended the event at the Lincoln Park Room and 30 more tuned into the livestream to see fourteen faculty acknowledged for their achievement of tenure. Seven colleagues were celebrated for their promotion to the rank of Professor as were two colleagues who were granted permanency as Senior Lecturers and two as permanent lab instructors. MRU President Tim Rahilly and Provost Elizabeth Evans attended the event and each extended their congratulations to the faculty for achieving these career milestones. Many thanks to the Social Events Committee for organizing this important event and to Chantelle Anderson for organizing the video remarks. Those who were recognized at the event last week are listed here. Congratulations to all and thank you to everyone who celebrated with us in-person and online!

2 Member Outreach Initiative Update

In August 2021, we embarked on an ambitious campaign to listen to the thoughts and concerns of all 838 members of the MRFA. Your feedback to the department liaisons has given us valuable insight into our MRFA community's perspective on our return to campus, contract negotiations, and concerns specific to precariously employed contract faculty members. Thank you to the more than 300 MRFA members who have already contributed to the Member Outreach Campaign!

What did we learn?
We learned about a variety of topics from your feedback - some broad and systemic, and some local and specific. Many of you shared your concerns: the lack of leadership and transparency across the university, the amount of racism on campus, the toxic and unsafe work environment in which we all work, extremely heavy workloads, too much service and the need for more hires. Four key themes surfaced in many of the conversations you had with liaisons.

Continue Reading... →

3 MRFA Upcoming Events

- Contract Faculty Hiring Information Session for Contract Members: November 16, 2:00 - 3:20pm
- Negotiations Town Hall: November 17, 12:00 - 12:50 (Register to attend)
- An Overview and Critical Analysis of Some Key MRU Workplace Policies: November 19, 12:00 - 12:50pm. Presented by the Professional Standards and Ethics Committee
- Contract Faculty Hiring Information Session for Chairs: November 24, 10:00 - 11:20am
- Pre-GFC Meeting: November 24, 1:00 - 1:50pm
- MRFA Regular Meeting: November 26, 1:00- 2:50pm (Register to attend)

View MRFA Calendar →

4 Reminder – Committee positions available: MRFA Fall Executive Board Appointments

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

Ad hoc Contract Faculty Advisory Committee
Position: 5 positions for 2021-2022
Eligibility: All contract members are eligible.

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.

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.

Member Engagement Committee
Position: 3 positions for 2021-2023 and 1 positions for 2021-2022
Eligibility: three of these positions must be filled by contract members and one position is open to all full-time members. For representative purposes, candidates from a variety of sessional appointment types would be ideal (e.g. lab, sessional, continuing, and fixed term).

Social Events Committee
Position: 1 position for 2021-2023
Eligibility: All contract members are eligible.

Job Action Preparedness Committee
Position: 1 position for 2021-2023
Eligibility: All members are eligible

Submit a Statement of Interest →

5 Fast Facts for Faculty: Exam Settings

Do you know that you can use various test deployment and release options for the Blackboard tests? Check out the information below from ADC:

1. *Deploy a test* - learn how to deploy a test within the content area, set the availability, set a date/time, set number of attempts, enable auto-submit, apply password protection, use results options, and test presentation.
2. *Set availability expectations* - learn about the unique date/time & duration settings for specific students.
3. *Make a test available to only one student* - explore the options to set the availability of a test for one student, such as makeup exams, students attempting exams on a different date due to illness/other reasons, etc.
4. *Adaptive release to enforce a sequence of tests* - tour the advanced options to enable the test availability based on the rules defined in the blackboard. For example, students can only attempt quiz#2 if they score 70% or above in quiz#1.

Connect with the ADC Sandbox for more information →

6 MRFA Faculty Centre Updates

The Faculty Centre is now open the following hours:

- Monday – Tuesday: 9:00 – 3:30pm – by appointment only (email office@mrfa.net to inquire about access on Mondays and Tuesdays – use your campus card to get in on these days and knock when you arrive at the offices)
- Wednesday – Thursday: 9:00am – 3:30pm
- Friday: 9:00am – 7:30pm (Starting October 22)

Lunch this week, Wednesday to Friday service, consists of a variety of sandwiches (including vegetarian and gluten free options). Stay tuned for news about future meu options.

Covid Protocols when Entering the Faculty Centre

As a "point of service" the Association is required to verify vaccination status of all individuals using the centre. On entry, a staff member will be with you to verify your status (via the MRU QR code or the MRU email from HR) and to sign you in to the centre to facilitate contract tracing if required. Read More about Covid protocols here.

Access to MRFA Rooms, Offices, Officers and Staff

Though the centre is opening, all regular business of the Association continues to be conducted remotely. All meetings are taking place online and hybrid functionality is available as needed and on request. The Administrative Assistant will be at her desk Monday- Friday 9:00am – 3:30pm, and faculty are asked to knock on the barn door before entering the office space. Members wanting to book a room or the lounge are asked to complete this room booking request form.

Faculty Centre Safety Protocols →

Faculty Centre Room Booking Requests →

7 MRFA Question of the Week

Please indicate which of the following obstacles you have encountered over the last year related to meeting your scholarship goals (select all that apply).

- data collection delayed
- unable to attend conferences
- travel plans delayed/disrupted
- publication delays
- other (please specify)

Last week, members indicated that they planned to attend online MRFA meetings and events. Thank you for your ongoing engagement in the Association despite the busy time of year! We look forward to seeing you again in the Faculty Centre if you are able to come up this fall or, if not, in 2022!

Thank you to all members who take the time to respond to these questions. Responses to the question last week indicated of the ongoing very heavy workload of our members and we hope that all had the

What obstacles have you encountered over the last year related to meeting your scholarship goals? →

Current Stage of the MRFA Collective Bargaining Index

Stage 4: Deadline Watch

A *deadline watch index* is issued when:
1. negotiations are still ongoing, without a clear end date in sight, and
2. the current collective agreement is nearing expiration (july 1, 2020).

The risk of job action occurring is low to moderate.

A *deadline watch* can last for a variable amount of time, ranging from a few weeks to many months. Ultimately, although the risk of job action remains low to moderate throughout this stage, as time progresses and as we near Stage 5: Alert, the risk does increase.

To help better represent this, the Association brings forward the below graphic.