



Mount Royal Faculty Association At-a-Glance 2022-2023

Progressive educators pursuing excellence.

Mission: The MRFA provides a collective voice for faculty, promotes tenure and academic freedom, advocates for the highest standards of professionalism in higher education, and upholds the values of diversity, equity and human rights.

Membership & Mandate: The MRFA represents approximately 800 academic staff members at Mount Royal University. All full-time, limited-term and contract faculty teaching credit courses are members of the MRFA. In accordance with Alberta's [Post-Secondary Learning Act](#) (PSLA) and as a trade union under Alberta's [Labour Relations Code](#), the MRFA's core mandate is to negotiate the Collective Agreement and resolve alleged contraventions of the Agreement through the grievance process. Additionally, as mandated by its members through the Association's Bylaws, the MRFA is a professional organization that promotes the professional standing of its members, advocates for the highest standards of professionalism in higher education, fosters the faculty voice in the shared academic governance of MRU, advocates for high quality, accessible and affordable post-secondary education, promotes tenure and academic freedom, and upholds the values of equity, diversity, inclusion and human rights.

Current Executive Board:

President: Lee Easton (English, Languages, and Cultures); serves as the Chief Executive Officer of the Association and is the first contact for concerns or questions about the Collective Agreement and faculty welfare; liaison with senior administration of the university; and is the MRFA's representative to CAUT and CAFA.

Vice-President Negotiations: Kirk Niergarth (Humanities); serves on the Negotiating Committee, is the liaison between the Executive Board and the Negotiating Committee, and sits on the Grievance Committee.

Vice-President Policy and Senior Grievance Officer: Kelly Sundberg (Economics, Justice, and Policy Studies); monitors University policies, processes step 1 grievances, and assists the MRFA President and Labour Relations Officer as needed

Contract Member Officer: Brenda Lang (General Management and Human Resources); facilitates communication between the Association and contract members, corresponds with appropriate groups regarding contract faculty concerns, and serves on the Negotiating Committee.

Equity, Diversity, and Inclusion Officer: Milena Radzikowska (Information Design) assists the Association in matters pertaining to principles and best practices in building a more equitable, diverse and inclusive faculty, academic, and institutional community.

Advocacy Officer: Marc Schroeder (Mathematics and Computing); facilitates the development of Advocacy initiatives in accordance with Association documents and liaises with other groups in facilitating internal and external advocacy initiatives

Communications Officer: AnneMarie Dorland (Entrepreneurship, Marketing, and Social Innovation); develops strategic communications in coordination with the Sr. Administrative and Faculty Relations Officer, the Communications Committee, and the Executive Board.

Academic Liaison Officer: Peter Ryan (Public Relations); liaises among Faculty Councils and GFC and facilitates the exchange of information related to academic governance, academic policy, and the Collective Agreement.

Treasurer: Tashfeen Hussain (Accounting and Finance); facilitates the maintenance of accurate financial records, financial statements of the transactions of the Association, and reporting to the membership regarding finances.

Member Engagement Officer: Shelley Rathie (General Management and Human Resources) Chairs the Member Engagement Committee, facilitates member outreach initiatives, coordinates the Department Liaison network, and encourages member participation in the Association through nomination processes.

Location, Contact Information and MRFA Staff - <http://www.mrfa.net> Faculty Centre: **W315 (third floor by the west gate)**

Senior Administrative and Faculty Relations Officer: Chantelle Anderson (FacultyRelations@mrfa.net) – contact for inquiries relating to Association governance, committees, elections, services, and benefits.

Labour Relations Officer: Derrick Antson (LabourRelations@mrfa.net) –contact for inquiries relating to terms and conditions of employment.



Administrative Assistant: Joy Aigbe (office@mrfa.net) – contact for inquiries relating to meetings and membership/distribution lists.

Faculty Centre Coordinator: Robert Mariani (FacultyCentre@mrfa.net) – contact for inquiries relating to the Faculty Centre, menus, events and catering.

Committee Email Addresses:

- Negotiating Committee – negotiations@mrfa.net
- Diversity and Equity Committee – EDI@mrfa.net
- Communications Committee – communications@mrfa.net

The MRFA and Mount Royal Committee/Governance Structure:

- Board of Governors (fiscal/institutional policy)
- Academic Committees (academic policy)
 - General Faculties Council and its standing committees
 - Faculty Councils
 - Faculty and Department Committees
- Joint Board/MRFA Committees
- MRFA Standing Committees
 - Academic Liaison
 - Advocacy
 - Awards
 - Audit and Finance
 - Bargaining Communications
 - Bylaws
 - Collective Bargaining Advisory
 - Communications
 - Equity, Diversity, and Inclusion
 - Faculty Evaluation
 - FC Management
 - Grants
 - Grievance
 - Job Action Preparedness
 - Member Engagement
 - Negotiations
 - PD
 - Prof. Standards & Ethics
 - Social Events

Key Documents - <https://mrfa.net/publications/mrfa-key-documents>

- Collective Agreement between the MRFA and the Board of Governors (2018-2020)
- MRFA By-Laws and Policies & Procedures provide administrative and structural guidelines for the conduct of the Association, including clauses on ethical behavior for members
- Informational Resources and Contact Lists
- MRU Policies

The MRFA Mandate in detail:

- Represent our members in collective bargaining with respect to salary and benefit matters, workload, working conditions and all other terms and conditions of employment
- Provide confidential advice to, assistance to, and representation of our members regarding issues of grievances, faculty welfare and institutional processes – this includes representation of members needing workplace accommodation (e.g. medical) or facing potential discipline
- Promote, maintain and improve the professional standing of our members and the quality of education at Mount Royal University
- Maintain the right of our members to exercise independent judgment in the planning and execution of their educational responsibilities, and foster the faculty voice in the shared academic governance of the University
- Advocate for affordable access to and enhancement of post-secondary education
- Liaise with senior administration, and provide a collective voice and group representation for the views of our members in all matters affecting the Mount Royal University community, including matters of MRU governance, planning and policy
- Liaise with the Students' Association of Mount Royal University (SAMRU), the Mount Royal Staff Association (MRSAs), and external affiliates including the Canadian Association of University Teachers (CAUT) and the Confederation of Alberta Faculty Associations (CAFA)
- Administer tuition reimbursements for members, MRFA scholarships, contract service honoraria, and a compassionate fund for faculty
- Administer the Faculty Centre for our members' use and enjoyment, and host social events
- Conduct professional development activities including:
 - Annual PD retreat
 - Teaching and research development events
 - Workshops and colloquia
 - CAUT conferences and workshops.