



## MRFA Weekly Bulletin

March 20, 2023

Question  
of the  
Week

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### 2023 MRFA Census Update

The 2023 Census is now closed. Thank you to all 341 members who were able to respond. We understand how busy everyone is, especially at this time of year, and **we very much appreciate the time you took to respond to this year's census.**

An in depth report on aggregate results will be provided at the 2023 Annual General Meeting (*Save the date: May 12, 9:30am - 1:00pm* in T141 with an online attendance option).

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### Joint Salary Anomalies Advisory Committee (JSAAC)

As a reminder and for members' ease of reference, the Association is providing the following links regarding the schedule B application process outlined in the pay equity MoU. More information is provided in the email sent from the Provost's Office on March 17.

- [Schedule B Application Form](#)
  - **Applications for a salary anomaly review must be received by March 31** for this calendar year, or by February 1st in subsequent years.
- [JSAAC Composition](#)
  - The MRFA is still seeking one more member to serve as an alternate on JSAAC. Please note, applicable training will be provided for all appointed members of the committee.
  - Email a [statement of interest](#) to [facultyrelations@mrfa.net](mailto:facultyrelations@mrfa.net) to serve on this committee
- [Terms of Reference](#)
- Pay Equity [Memorandum of Understanding](#)

## Racial Discrimination (March 21, 2023)

“While much progress has been made, Indigenous peoples, and racialized and religious minority communities in Canada continue to face racism and discrimination every day. This day serves as a call to action for individuals, organizations, and all levels of government to actively work to eliminate all forms of racial discrimination, injustice, systemic racism and hate. Re-committing efforts, to ensure all people are respected and have equal access and opportunity to be safe and to succeed. Learn more about the [International Day for the Elimination of Racial Discrimination](#).” (GoC website)

[Read More about what you can to do help eliminate racial discrimination](#)

## CAUT’s Work on Activism for Equity

“Earlier this month CAUT hosted an Activism for Equity Conference and a key theme discussed by panelists and attendees was moving equity forward in associations and on campuses... [and associations] experiences and challenges, highlighting some of the most important barriers and bridges to change...Consult the CAUT [Equity Toolkit](#) for further resources.”

[Access the CAUT Equity Toolkit](#)

## MRU’s Suicide Prevention Strategic Framework

Suicide is a significant concern on our MRU campus, and a complex occurrence that necessitates a specific focus. Taking a whole campus approach, MRU has recently developed a Suidice Prevention Strategic Framework which can be accessed [here](#). This Framework builds upon MRU’s strong history of supporting mental health by providing a comprehensive and systematic roadmap to further improve, expand, and develop existing suicide prevention, intervention, and postvention initiatives for students, faculty, staff, management, and exempt employees.

The Framework consists of 52 recommendations and aims to integrate our institutional values through implementing policies, programs, and initiatives that work to create a thriving campus environment that welcomes open conversation about mental health and suicide prevention, intervention, and postvention for all campus members.

The implementation of the 52 recommendations is important work for our community over the next 3 to 5 years, that requires the engagement and support of many people across our campus community.

[Read more about MRU’s Suicide Prevention Strategic Framework](#)

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## MRFA Events This Week and Coming Soon!

### The Deadline to Register for the Spring Retreat is March 24

Register now and book your room while the group rate is available!

MRFA Winter 2023 PD Series on Teaching and Learning - Session 3

## Alternative Approaches to Assessment

"A teacher's approach to assessment must consist of different methods"  
(Edmunds et al., 2015, p. 135).

Have you been feeling like it's time to try some other ideas for assessment in your classes? Are you and your students ready to explore something new? Please join us to learn about three alternative approaches to assessment including group testing, flexible assessment, and ungrading.

**Facilitators:** Teresa Merrells and Astrid Heidenreich

**Speakers:**

- Simon Magennis (Accounting)
- Ambrose Leung (Policy Studies)
- Vicki Bouvier (Indigenous Studies)

**Friday  
March 24**

10:00 - 11:50 AM  
VISUALISATION  
CLASSROOM EL1441

Register here: [bit.ly/W2023TLseries](https://bit.ly/W2023TLseries)

This series is presented by the MRFA's Professional Development Committee




Register here to attend.

## MRFA Bylaw Amendments - Consultation Period closes on March 23

View Draft  
Bylaw  
Amendments  
and Submit Your  
Comments

A draft version of the tracked changes to the MRFA Bylaws is available [here](#) and you can provide comment via this [form](#). Feedback will be accepted until March 23. A revised version of the bylaws will be provided on March 24 for member consideration on April 6.

## Sign up to Participate in Provincial Lobbying Days

Read More about Provincial

Sign up to Participate in



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- March 24, 10:00 - 11:50am - PD W2023 Teaching and Learning Series - Session 3 - **Alternative Approaches to Assessment.** [Register here](#)
- March 31, Winter 2023 [Scholarships for Dependents Deadline](#)

## April 2023

- April 6, 9:00 - 10:30am – **Regular and Special Meetings:** Zoom (There will be a special meeting for bylaw approval - quorum is 70.)
- April 6, 11:00 - 11:50am - **Online training session for MRFA Provincial Lobbying Days** ([Sign up to participate in lobbying days](#) and [attend the training session online](#) - this will be recorded for those who cannot attend)
- April 12, 10:00 - 10:50am **Tea with Lee** (in the Faculty Centre - W315)
- April 17 - **Promotion Application Information Session #2 - Building your Dossier - Event Poster** and [Register Here](#).
- April 24-25 - **Annual MRFA Spring Retreat** - Register [here](#), pay for registration [here](#), and book accommodations [here](#).
- April 25-27: [Writing Residency](#) (Apply to participate in the Writing Residency [here](#))

## May 2023

- May 11, 10:00 - 10:50am. PD W2023 Teaching and Learning Series - Session 4 - **Designing for Inclusive Learning Environments.** [Register here](#)
- May 12, 9:00am - 1:00pm - **MRFA Annual General Meeting** (registration will open closer to the date)
- May 12, [Contract Service Honorarium Deadline](#)
- May 23, 4:00 - 7:00pm - **MRFA Retirement Celebration** (LPR)
- May 25, 2023, 11:am - 1:00pm - **MRFA Annual Faculty and Staff Appreciation BBQ** (on the faculty centre patio - no registration required)
- May 26, 2023. **MRFA Teaching Excellence Award Nomination Deadline** (Nomination Forms available [here](#))
- May 26, Spring/Summer 2023 [Scholarships for Dependents Deadline](#)

## June 2023

- June 9, 12:00-7:30: **Recreational Day**

## Save the Date 2023 Faculty Achievement Celebration

- Join us on Friday **October 20, 2023** to celebrate members' achievement of tenure, promotion, permanency, and awards!

[View the MRFA Event Calendar](#)

## Question of the Week

**This Week's Question**

**Last Week's Results**



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team just won gold in USPORTS Nationals? [Yes/No and/or leave a comment!](#) (read more [here](#))



In response to last week's question, 66% of respondents were and 50% were not aware of the mental health nurses on campus. 58% of respondents indicated that they would feel comfortable accessing the support of a Mental Health Nurse on campus, and some of those who did not feel comfortable indicated concerns about stigma and confidentiality.

**Did you know the MRU Women's Hockey team won Gold?**



- [Lunch Service](#) W–F, 11:00am–2:00pm
- [Appetizers](#) available on Fridays 3:00 - 7:00pm

- Dinner Service available on request on Fridays 2:00 - 7:00pm
- Sign in your guests [online](#)
- In a hurry? Order ahead using the [MRFA Bistro Takeout Order Form](#)
- Send us your [Feedback](#)

[View the Menu](#)

[Request a Meeting Room](#)

## MRFA Events and Observances Calendar


**View the MRFA Events & Observances Calendar**

This calendar is provided as a resource for members and to build awareness of the events and observances which our members and colleagues may be recognizing, participating in, or celebrating. More information about this calendar is available [here](#). While significant efforts have been made to ensure the accuracy and completeness of this calendar, we expect that there may be unintended errors and/or omissions. We ask members to let us know of anything that should be added or amended to improve this resource (email: [office@mrfa.net](mailto:office@mrfa.net)).

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what to do in an  
**EMERGENCY**

Emergency information for faculty,  
staff, students and visitors to  
Mount Royal University

**EMERGENCY PHONE NUMBERS**  
Dial 9 first if calling from an internal phone line

- Security Services – Emergency 24 hour  
403.440.5900
- Security Services – Administration  
403.440.6897
- Calgary Emergency Services  
911 (Do not text!)

email ([security@mtroyal.ca](mailto:security@mtroyal.ca)) or via phone 403.440.6897. In the event of an emergency, employees can call 403.440.5900. I have included a [link](#) to our website that has detailed information on our services. If you have any questions, do not hesitate to contact us.



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