MRFA At-a-Glance
2023 – 2024

Championing collective excellence.

As members of the Mount Royal Faculty Association (MRFA), we come together to champion collective excellence in teaching, scholarship and community engagement. Our work is collaborative and grounded in equity, diversity, and community. We are united in our commitment to upholding the highest of standards for post-secondary education, celebrating the power of collegial governance, advancing the rights of our community, and advocating for a better future.

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.

Connect | Champion | Celebrate

As members of the Association we are collectively committee to:

- Championing Post-Secondary Education and Members' Rights by:
    - representing members in collective bargaining with respect to salary and benefit matters, workload, working conditions and all other terms and conditions of employment;
    - providing 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;
    - maintaining the members' right to exercise independent judgment in the planning and execution of their educational responsibilities, and fostering the faculty voice in shared academic governance; and
    - advocating for affordable access to and enhancement of post-secondary education.

- Celebrating Members and Students by:
    - promoting, maintaining and improving the professional standing of our members and the quality of education at Mount Royal University;
    - administering tuition reimbursements for members, MRFA scholarships, contract service honoraria, student awards, and an emergency fund for faculty; and
    - providing PD activities including an Annual PD retreat, various teaching and research/scholarship development events and workshops and colloquia, and CAUT/CAFA conferences and workshops.

- Connecting our Members and with our Communities by:
    - liaising with senior administration, and providing 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;
    - connecting with the Students' Association of Mount Royal University (SAMRU), the Mount Royal Staff Association (MRSA), and external affiliates including the Canadian Association of University Teachers (CAUT) and the Confederation of Alberta Faculty Associations (CAFA); and
    - providing lunch service, catering and bookable spaces through the MRFA Bistro, and hosting social events.

MRFA Committee Contact list & Charters	mrfa.net/mrfa-standing-committees/
Key Documents (Collective Agreement / Bylaws / etc.)	mrfa.net/mrfa-key-documents

Location and Contact Information

www.mrfa.net | **Faculty Centre: W315** (3rd floor by west gate) | **403-440-6103** | **office@mrfa.net**

MRFA Executive Board:

Academic Policy and Governance Officer	Marc Schroeder Mathematics and Computing	Liaises among Faculty Councils and GFC and facilitates the exchange of information related to academic governance, academic policy, and the Collective Agreement.
Advocacy Officer	Brian Nichols Humanities - Philosophy	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 Advancement and Communications Committee, and the Executive Board.
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 Collective Bargaining Caucus
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.
Finance Officer	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 and Services Officer	Shelley Rathie General Management and Human Resources	Facilitates member outreach initiatives, coordinates the Department Liaison network, enhances member recognition and encourages member participation in the Association through nomination processes.
Negotiations Officer	Guy Obrecht General Education	Chairs the Collective Bargaining Caucus and Bargaining Committee, and is the liaison between the Executive Board and the Bargaining Committee.
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.
Senior Grievance and Workplace Wellness Officer	Kelly Sundberg Economics, Justice, and Policy Studies	Monitors University processes relating to OH&S, processes step 1 grievances, and assists the MRFA President and Labour Relations Officer as needed.

MRFA Staff

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 Specialist	Francine Amorado office@mrfa.net	contact for inquiries relating to meetings and membership/distribution lists.
Faculty Centre Coordinator	Robert Mariani FacultyCentre@mrfa.net	contact for inquires relating to the Faculty Centre, menus, events and catering