



## Mount Royal Faculty Association At-a-Glance 2025-2026

### Championing collective excellence.

**Connect** | **Champion** | **Celebrate**

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 830 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:** Brenda Lang (General Management and Human Resources); 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.

**Negotiations Officer:** Guy Obrecht (General Education); serves on the Collective Bargaining Caucus, is the liaison between the Executive Board and the Bargaining Team, and sits on the Grievance Committee.

**Senior Grievance and Workplace Wellness Officer:** (acting) Robert Catena (School of Nursing and Midwifery); monitors University policies, processes step 1 grievances, and assists the MRFA President and Labour Relations Officer as needed

**Contract Member Representative:** Colin Martin (English, Languages, and Cultures); 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:** GÜLBERK KOÇ MACLEAN (Humanities) 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:** Nazak Birjandifar (Humanities); 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:** Janet Miller (Counselling); develops strategic communications in coordination with the Sr. Administrative and Faculty Relations Officer, the Communications Committee, and the Executive Board.

**Academic Policy and Governance 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.

**Finance Officer:** Kris Hans (General Management and Human Resources); 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:** Liza Choi (Nursing and Midwifery) Chairs the Member Engagement and Services Committee, facilitates member outreach initiatives, coordinates the Department Liaison network, and encourages member participation in the Association through nomination processes.



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

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

**Administrative Specialist:** Francine Amorado (office@mrfaf.net) – contact for inquiries relating to meetings and membership/distribution lists.

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

## 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
  - Advocacy and Communications
  - Academic Appointments Support
  - Awards
  - Audit and Finance
  - Bylaws and Policy
  - Collective Bargaining Caucus
  - Bargaining Team
  - Bargaining Coordination
  - Bargaining Goals Review
  - Job Action Finance
  - Equity, Diversity, and Inclusion
  - Grievance
  - Member Engagement & Services
  - Professional Development
  - Social Events
  - Triads

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

- Collective Agreement between the MRFA and the Board of Governors (2020-2024)
- 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 (MRSA), 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, and CAUT conferences and workshops.