

MRSAY! Newsletter March 2016 EDITION

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President's Message

This week has been Advocacy week at MRU; with the collaboration of colleagues within the MRSA, MRFA and SAMRU, several events took place on campus that have highlighted the value of Post Secondary Education (PSE) in the province. One of the events was a meeting with the Minister of Advanced Education; the Honourable Marlin Schmidt who gave a presentation about his role as a new minister and took some questions from the floor; these questions alluded to some specific challenges at MRU and other general challenges to PSE as a system. It was very inspiring to hear his understanding and dedication to PSE. It was a great opportunity for MRU to be presented to the Minister and hear our concerns. In addition, I had the opportunity on Monday, March 7 to participate in a round table discussion about our students and if they are getting a first class education; the discussion involved representatives from the MRSA, MRFA and SAMRU.

Baset Zarrug

MRU's Proposed Academic Plan

GFC will discuss and vote on a 2015-2020 Academic Plan for Mount Royal at its March 17 meeting.

Informal Chat with David Docherty--date changed to Monday March 14

Bring a colleague or two, and join us for coffee and cookies at our next informal chat with MRU President, David Docherty and MRSA President Baset Zarrug on Monday, March 14 from 10- 11 a.m. in the MRSA Staff Lounge (W305).

Winter EDT Application Period closes **March 15**

If you have any professional or personal development courses that begin between January 1- April 30, 2016, you can submit for funding through the MRSA EDT Committee.

You must apply by using the [EDT database](#). The winter application period closes March 15.

If you have any further questions, please contact the EDT Committee at: edtmrsa@mtroyal.ca

MRSA PD Day: Online Registration- Opens March 15



We have an exciting Professional Development Day lined up once again this year. Our venue will be the incredibly serene location of the "Al Azhar Shrine Centre" located in NW Calgary on May 10. Spots are limited and fill up quickly, so set up a reminder to sign up on March 15.

We will have a small (12 seat) bus leaving MRU at 7:30 a.m. on May 10 for those requiring transportation. It will return to MRU at the end of the PDday. (Sign up is via the online registration.)

Click [here](#) to read about our inspirational speakers Jody Urquhart, Tamara Gaudet, Mark Eshpeter and Sunjay Nath. We will round out our feel good day the best way possible-with a lot of humour and laughter. **Brief teasers on each below.** Click on the above link for full bio's on each presenter as well as the Days Schedule.

Jody will speak about the importance of fun at work, delivered in a very motivational yet humorous way.

Tamara will share with us that "life and the desire to live it, is a choice". She has life experience and will bring her loyal guide dog with her.

Mark will be sharing his kinesiology experience with us by teaching us some office stretches.

Sunjay will share with us his "10-80-10 Principle" which helps improve performance and empowers individuals.

Rounding out the day will be the **Loose Moose Theatre Company**. We are bringing them back after a hiatus, as they were such a hit with our staff previously.

Some common questions:

-how can I ensure I get to attend PD Day?---first, check with your Manager/Supervisor and request the day off to attend this Professional Development. Some Faculties feel that this day is so important that they are willing to close the offices for a day so that all staff may attend. Other areas are not able to do this, and encourage their staff to rotate attending each year so all are given the opportunity to attend. Secondly--if approved to attend--ensure you sign up immediately on March 15 as there are only 250 spots available... but MRU has approx. 680 staff.

-why is PD Day not held at MRU?-----we are encouraged by the President of MRU to hold PD Days off site so that we are able to participate fully in the day and not be drawn back into our offices and work. MRU is a huge advocate of PD Day--so much so, that they contribute \$10,000 towards this day. (Total cost this year will be approx. \$25,000.)

--why is MRSA is spending SO much money on door prizes?---we do NOT spend a penny on door prizes. All prizes are donated by our very generous donors. We celebrate our donors each PD Day via the

scrolling wall projection throughout the day. Each donor is sent a thank you letter personally signed by a member of the MRSA PD Committee. If you have something you wish to donate please contact the MRSA Executive Assistant at 403.440.5593 and she will assist you.

MRSA Style Guide

It's been said that it's not what you say, it's how you say it that matters, and those of us on the MRSA Governance Committee agree!

In late 2015, we pioneered the first edition of a written style guide to be used association-wide. Collaborating with the Library, Marketing and Communications, and Diversity & Human Rights Office, a nine page document was approved by the Executive Board in March 2016, and can be found on our website under the Governance tab.

Why do we need a written style guide?

- **Having a style guide helps give the MRSA a consistent voice.** Content speaks for us, and when several different people contribute content, we need guidelines to keep us all in the same tone. Having a collective voice free of editorial errors is pertinent to our identity within the larger Mount Royal community.
- **Having a style guide helps with ambiguity.** No matter how great a writer is, they might find themselves facing an editorial squabble over some aspect of content. In these cases, our style guide can act as a rule book. Rather than trying to guess what format something should be presented in, or if we capitalize the word "Library" when referring to our own, you'll have a tangible set of standards to point to (and by the way, we do).

This document is designed to be a handy reference guide for those writing on behalf of the MRSA, and shouldn't be treated like a set of iron-clad rules. If you have any questions, suggestions, or comments related to the MRSA written style guide, please send them to mrsa@mtroyal.ca

Kelsey Mullen

Blood Services request

Canadian Blood Services Article

You've probably seen Canadian Blood Services in Wyckham House before-they hold a blood donation clinic about four times each year at Mount Royal University. Their goal is to collect 90 units of blood at each clinic, and this year, they're at 96% of that goal so far. They love seeing our students donate, but staff and faculty can help out too!

In 2016, about 100,000 new blood donors will be needed to meet demand. Blood products are given to patients every minute of every day--there's a one in two chance that you or someone you know will rely on the generosity of blood donors at some point in your life. And although fully half the population is eligible to donate, the system is supported by only 4% of Canadians.

The importance of giving blood can't be overstated, and it couldn't be simpler: an hour out of your day (much of which is sitting in a chair while blood is drawn) is all it takes. It's really quite relaxing, and I've found it to be a nice respite from a busy workday. Not everyone is eligible to give blood, but it's worth it to find out if you can. It's a tremendous gift, and a deeply rewarding experience.

The next clinic is on March 29 in Wyckham House , from 9 a.m. to 2 p.m. They've booked just under half of the 180 donors they need-give them a call at 1-888-236-6283 or go to www.blood.ca to make your appointment and help them reach their goal. You could be helping to save lives across Canada.

MRSA: Call for Nominations Opens March 21

With 2-year terms drawing to a close, there are a number of MRSA Executive roles coming up for election. Click on "Elections" to see which roles will be available this year and consider what capacity you would like to help in. The call for nominations will open on **March 21**. More information will be sent then. You may remember a new part of our MRSA collective agreement Article 37...."MRU SERVICE and COMMUNITY ENGAGEMENT". 37.1 (a) MRU values Employee engagement and involvement and the contributions Employees make to the mission of the University. This article goes on to say staff are encouraged to participate in the MRSA Executive and other Association committees etc.

For more information about Executive roles, click [here](#).

Big Bob's BBQ - Save the Date - May 19th

May 19, 2016 - Save the date for the 34th Annual Big Bob's BBQ in support of our Transitional Vocational Program. Come out and enjoy live entertainment, delicious food, tremendous door prizes all while supporting TVP to continue providing a variety of post-secondary courses that foster personal, professional and academic growth for adults with developmental disabilities. This annual event was started by Bob Charlton and Stu Gauthier in 1992 and has grown into one of the largest MRU community events. Now organized by volunteers through the MRU Employee Alumni chapter, this event provides vital support for TVP students through bursaries.

MRSA Staff Lounge W305

We are very fortunate indeed that we have a very large and open Staff Lounge for all to come and enjoy. For those new to MRU, it is located at the end of the corridor by our MRSA office at W301. We have been working hard over the past few years to upgrade the lounge with a new large wall mounted tv in the main room, as well as a bookcase for books, magazines and games. New cupboards now allow for lots of storage of seasonal decorations as well as a wonderful large countertop for entertaining. Another microwave has now permitted at least 3 staff to heat their food at the same time, and we even have a large fridge and sink. We try to keep various candies in seasonal dishes on the tables along with flowers etc to give our area a welcoming atmosphere.

In the (far) past, we even had a separate designated "smoking room" just off of the main room. Naturally, that is no longer the case for that room- which is currently being used as a meeting room at times for the MRSA executive as well as various other committees. This room may be booked via the MRSA office. The small room has no official designation as a "quiet room" but staff who prefer a quieter space in which to spend their lunch hour tend to use this area. As a courtesy to all who use and enjoy both spaces, just a friendly reminder to please be considerate of others around you. Thank you!



MRU General Meeting: May 25

We encourage all staff to attend the MRSA General meeting on May 25 in the Lincoln Park room - J301 from 11 a.m.-12 p.m. As per our collective agreement, all staff are permitted to attend this meeting with paid time off-subject to operational requirements of MRU. We will provide coffee and a treat and promise to keep it short. Staff are encouraged to stay and chat with the Executives after the meeting ends at noon for further clarification on anything you may be curious about.

The Working Mind---Employee Wellness Survey results; and upcoming sessions

Employee wellness is a priority at Mount Royal as highlighted within MRU's Strategic Plan Goal, Foster a Healthy Work Environment.

One of the measures of success in this area is captured by the Employee Wellness Survey, most recently conducted May 15 to 31, 2015. The survey had 580 respondents, which is an approximate response rate of 25 per cent.

Highlights include:

- 43.2 per cent of respondents reported getting enough sleep on 4+ nights during the workweek
- 50.3 per cent of respondents indicated witnessing bullying by a coworker, supervisor, student, visitor, or a physical or verbal threat within the last 2 years on campus
- 34.3 per cent of respondents reported feeling really stressed more than once a week
- 84.1 per cent of respondents rated the sense of community among MRU employees as 'very good' or 'good'
- Approximately one in three respondents indicated having a mental illness (past or present)
- 57.7 percent of respondents rated their mental health as excellent or very good

Further analysis is being done on the results of the Employee Wellness Survey to identify health concerns, trends, and what Mount Royal can do to respond to the survey results in a concrete way. To find out more about the Employee Wellness Survey results, or to arrange a presentation of the results for your area, please contact Rachele McGrath at 403.440.5619 or rmcgrath@mtroyal.ca

As our data indicates that mental health is a concern for our employees, we would like to highlight The

Working Mind offerings:

In response to mental health concerns among employees, **Mount Royal continues to offer The Working Mind**, which is an education based program designed for the workplace. The 3.5 hour workshop is designed by the Mental Health Commission of Canada and facilitated by trained MRU staff and faculty. The objectives of the program include: examining the effects of mental health problems and mental illness in the workplace, and providing strategies employees can use to maintain good mental health.

There are two open sessions (attendance is only required at one session):

Thursday, **March 17**, 2016
1 p.m. - 4:30 p.m.

Thursday, **March 24**, 2016
8:30 a.m. - 12 p.m.

To register for one of the sessions, [sign up online](#). Additional location details will be forwarded to you upon confirmation of registration.

For more information, please contact:
Rhonda Anderson at 403.440.5951 or rlanderson@mtroyal.ca

The Art of Leadership for Women- April 4

The Art of Leadership for Women features five internationally renowned bestselling authors and thought leaders, who will share an exciting blend of cutting edge thinking and real world experience on today's most critical leadership issues. Don't miss out on your chance to gain a competitive advantage and network with over 1,200 of Alberta's most influential women.

- **Geena Davis** - Academy Award-Winning Actress and Founder & Chair of The Geena Davis Institute on Gender in Media
- **Diana Nyad** - Record-Breaking Endurance Athlete & Bestselling Author of Find a Way
- **Kirstine Stewart** - Bestselling Author of Our Turn & VP Media North America at Twitter Canada
- **Dr. Heidi Grant Halvorson** - Bestselling Author, Social Psychologist & Associate Director of the Motivation Science Centre at Columbia Business School
- **Tammy Herrmann** - Vice President, Global Leadership Development, Lee Hecht Harrison Knightsbridge

For more information you can visit: [The Art of Leadership for Women](#) or download the [event brochure](#).

Goodlife Fitness: Health & Wellness Leadership Summit-May 16 Experience the Best in Work-Life Performance!

MRSA Early Bird Registration Special - Valid to April 15!

MRSA members are eligible to register for the GoodLife Fitness Health & Wellness Leadership Summit on May 16, 2016, BMO Centre, Stampede Park (Palomino Room) 9 a.m.-4 p.m. and save 40% with Promo Code MRSA.

[Click here for the PDF brochure and speaker line up.](#)

Register today and save with early bird pricing! (Expires April 15)

Option One: General Ticket - Register for only \$199 (Regular \$349)

Option Two: VIP Ticket (includes VIP luncheon) – Register for only \$329 (Regular \$595)

Group Rate: Purchase 2 Tickets and receive the 3rd complimentary.

[Register Online](#): and use Promo Code MRSA or call Toll Free 1 877 348-8742 Ext. 230

Please add 5% GST per transaction. All sales are final. Tickets are transferable. Speakers and date may be subject to change.

Karen's Korner

Curveballs

Since it will be the baseball season occurring soon and some "not so nice" stuff has been happening around me--it made me think of the word-"curveball". A very useful word that is so very descriptive for both baseball and life. It is nice to think of ourselves as determined fighters, just like the baseball batter-- when the curveballs occasionally strike them out, they walk off the field, sometimes with their head down BUT they always come back onfield at their next turn "at bat", ready to give it another go as their teammates loudly cheer them on.

Our teams may be different, but the support is always there when those curveballs find us.

I am trying to be positive about life in general and not be all doom and gloom, so I decided the best way is to write about something humourous. I really enjoy a good belly laugh on occasion, so I do try to watch funny Facebook items as well as comedy on TV. One of the funniest people I currently know is my eldest son who is hilarious without even trying. For example, our new Prime Minister was heading down to the USA for his state visit and my eldest son decided to write about it yesterday--"*Ohhh Trudeau is attending a "State" dinner at the Whitehouse tomorrow...I always thought it was a "Steak" dinner. Made me think: "Gee that's nice of the President to invite him for steak, but doesn't Canada have some of the best steak on the planet?"* ---his rambling brought on some hilarious comments including that Justin was taking down the steaks....and that it was "potluck"

Karen Hiebert



Just a friendly reminder to check [MyMRU](#) frequently for upcoming events, courses and workshops!

MRU General info and events:

Temporary Section OR Not? Your opinion is requested.

We are looking for feedback from staff about the section below. Please email Karen at klhiebert@mtroyal.ca with your suggestions or comments. Specifically we are looking for your thoughts on whether we should make this section a permanent section or not. We are attempting to limit the number of emails sent to staff about the various events around campus as we get asked continuously to send MRU info out as CASL is so restrictive. Ultimately we would like staff to check [MyMRU](#) for this type of information, but change takes time. All feedback is appreciated.

TVP Floral Fundraiser--order until March 18

TVP floral fundraisers are held throughout the year with proceeds going to support the TVP program.

Orders will be taken from March 1 to March 18th and will be delivered on Thursday, March 24.

Price: \$30 (includes GST)

Tickets At: M200

Presented By: Faculty of Continuing Education and Extension

Contact: Sandra-Lee Scalia

Contact Number: 403-440-6872

IT Training

Collaborating with Google Drive

Mar. 16, 9:30 a.m. to 11 a.m. Room E229A

Do you have a document that several people need to work on at the same time? Do you need to get input from several different people? Have you been asked to contribute to a collaborative document? Then this is the class for you. Join us and discover how to maintain editing control of your document while still having others contribute. Learn how to contribute to a collaborative document effectively, how to deal with formatting issues, how to convert documents and so much more. Note: You must have a working knowledge of how to use Google Drive to register for this course.

Advanced Excel Techniques

Mar. 22, 12 p.m. to 1 p.m. Room E229A

What to learn how to take your Excel skills to the next level and work like a pro? Then this course is for you. Note: You must have basic Excel skills to register for this course.

CMS drop in - room T104

Mar. 22, 10 a.m. to 12 p.m.

Are you working on a project in the CMS and are just stumped as to the best way to move forward? Or, do you keep running into the same problem over and over and are not sure what to do about it? Bring your questions, queries and frustrations to an open CMS drop-in session in Room T104 with Michelle Bodnar! No registration required, just come on down. This is a great opportunity to refresh your memory as to how to use the CMS and to go over:

Basics of page layout

Naming conventions and metadata

Inserting and formatting images

Understanding workflow

Available design and formatting options

More tips and tricks!

Using Google Drive

Mar. 24, 9:30 a.m. to 11 a.m. Room E229A.

Are you being asked to save things on Gdrive/Google Drive? Are people sharing documents with you and you can't figure out where the heck they are? Not sure what Google Drive is, where it is or how and when to use it? Then this workshop is for you. Learn what Google Drive is, where it is located and when to use it. Learn how to share documents with others and how to save documents that others share with you. We also cover FOIP compliance.

Wills and Estate Planning Seminars--only 1 seminar left--March 16

The Mount Royal Development Office is hosting another series of lunch and learn seminars pertaining to Wills and Estate planning.

Register through <http://goo.gl/forms/jxeh4Edvbx>.

Additional program, and location details will be forwarded to you upon confirmation of registration. Space is limited. Lunch is not included but feel free to bring a brown bag lunch.

Safe Space Training



[Click here to register!](#)

In an effort to foster safe spaces for the LGBTTIQQ2A community on campus, the Positive Space Committee has developed a Safe Space Training workshop. This workshop is open to the whole Mount Royal Community and has been designed to train you about topics related to LGBTTIQQ2A identity, how to make your office classroom and work areas a safe place, and about what it means to be an ally. You will receive a Safe Space Certificate that can be hung in your work space that will serve to indicate to all that a) you have been trained and b) that you are committed to fostering a safe space for LGBTTIQQ2A identified individuals.

Thursday, March 17, 2016
10 a.m.-12 p.m
T107

Prenatal Massage Appointments with the MRU Massage Diploma students

Students in the [Massage Therapy Diploma](#) are providing FREE massage treatments for prenatal clients who are in their 2nd and 3rd trimesters. These supervised treatments are 1 hour in length (including the assessment time) and take place in the Student Practicum Clinic, EC 2120.

How to register:

Fill out the form at the link below.

[Prenatal Massage Outreach](#)

Please forward the invite to anyone you know as this is an opportunity for MRU Staff and members of the public.

If you have any questions, please contact message@mtroyal.ca

Learning and Development Opportunities

Please take a moment to check the 2016 [learning and development calendar](#) for upcoming workshops and courses.