

MEMORANDUM OF UNDERSTANDING
between
The Board of Governors of Mount Royal University (“The Board”)
And
The Mount Royal Faculty Association (“The Association”)

Re: Application of the Collective Agreement to Employees working in the Academic Development Centre

The ADC remains intact as a central unit with a mandate and identity to lead teaching and learning supports that encourage excellence and innovation across MRU. As an academic unit, the ADC is accountable to the Vice-Provost Academic. The Academic Director of the ADC reports directly to the Vice-Provost Academic. Employees report to the Academic Director of the ADC for ADC-related work, including strategic and operational activities.

Both Parties agree that for the purposes of the Collective Agreement, the duties of the Dean in this Agreement shall be allocated, according to the following principles:

- a. the authority level for decisions related to full-time positions, such as termination and approving a cross-appointment, shall be the Vice-Provost Academic;
- b. workload for Educational Developers, including all categories of part-time faculty appointments, will be assigned according to Article 14.10. 5.1, wherein the Vice-Provost Academic shall be deemed to be the Dean;
- c. the Dean of Health, Community and Education shall be responsible for evaluating scholarship, any credit teaching, and those parts of service described in the Collective Agreement in Appendix A;
- d. the Dean of Health, Community and Education is responsible for tenure and promotion procedures and recommendations and for receiving and including any input relevant to these procedures from the Vice-Provost Academic regarding work assigned in the ADC; the tenure committee of the ADC remains the same;
- e. For faculty hired in the ADC before July 1, 2023, the tenure and promotion criteria of the Faculty Council of Teaching and Learning will be used. Tenurable faculty hired into the ADC July 1, 2023 onwards will use the tenure and promotion criteria of the Faculty of Community, Health and Education;
- f. the joint process for cross-appointed tenured employees in Article 5.9.5 shall be used for performance review of tenured Educational Developers wherein “the Dean” shall be deemed to be the Vice-Provost Academic and the Dean of Health, Community and Education.

Should a Faculty Review Committee of the Faculty of Health, Community, and Education be struck, it shall include one additional Tenured Employee from the ADC elected by the Tenured Employees in ADC.

Application of Article 14.9- Reassigned Time

Effective 1 July 2023 onwards, the funds for reassigned time allocated to the Faculty of Teaching and Learning for Full-time Employees in the ADC under Article 14.9.1.5 will be administered by the Office of the Vice-Provost Academic.

Application of Article 17-Sabbatical Leaves

Sabbatical applications from Full-time Employees in ADC will be administered by the Dean of Health, Community and Education.

Application of Article 18.1-Professional Development Funding

Effective 1 July 2023 onwards, funds for FDC for Employees in the ADC will be transferred to the Faculty of Health, Community and Education on a per capita basis, as outlined in Article 18.1 and the published *Guidelines* of the Faculty Health, Community and Education will apply.

Application of Article 20-Grievances

For the purposes of Article 20-Grievances, the Vice-Provost Academic or the Dean of Health, Community and Education shall represent the University according to the above provisions.

Both Parties request that the respective bargaining teams work to integrate these agreed upon terms into the collective agreement in the next round of collective bargaining.

Signed



Chad London
Provost and Vice President, Academic
Board of Governors

June 5, 2023

LEE Easton

Lee Easton
President
MRFA

June 5, 2023