

Memorandum of Understanding
between
The Board of Governors of Mount Royal University
(the “Board”)
and
The Mount Royal Faculty Association
(the “Association”)
Re: Continuing Impacts of COVID-19

WHEREAS, on April 27, 2020, in order to address the impacts on Employees, the Board and the Association agreed to a Memorandum of Understanding re: COVID-19;

WHEREAS, several of these impacts have persisted beyond the expiration of the aforementioned MOU on June 30, 2020;

NOW THEREFORE the Parties agree as follows:

1. Guiding Principles

This Memorandum of Understanding is made without prejudice or precedent, and shall be in effect from July 1, 2020 until December 31, 2020, unless extended by mutual agreement.

2. Temporary changes to the Collective Agreement between the Board and the Association

A. Probationary Periods for Permanent Laboratory Instructors and Senior Lecturers (Articles 6.6 and 6.17)

Senior Lecturers and Permanent Laboratory Instructors who are in their probationary period in the Academic Year 2020/21 and who did not elect to take a one-year extension of their probationary period under the previous COVID-19 MOU shall have until September 30, 2020 to notify the Provost and Vice-President Academic, their Dean and their Chair if they elect to extend their probationary period by one (1) year.

B. Probationary Periods for Tenurable Faculty (Article 10.3.9)

Tenable Employees who did not elect to take a one-year extension of their probationary period under the previous COVID-19 MOU shall have until September 30, 2020 to notify the Provost and Vice-President Academic, their Dean, their Chair and the President of the Association if they elect to extend their probationary period by one (1) year. This extension will not count against their pre-existing ability to elect for an extension under 10.3.9.

C. Benefits for Contract Employees (Article 16.8)

Contract Employees who qualified for benefits in the Winter 2020, Spring 2020 or Summer 2020

semesters and can produce a contract signed by the Dean which evidences their qualification for the Winter 2021 semester, but who do not have a contract for the Fall 2020 semester, may continue their benefits over the period September 1, 2020 to December 31, 2020 provided they continue on all plans to which they are enrolled and prepay 100% of the benefit premiums due. This provision shall be subject to any time limitations imposed by the benefits provider.

D. Sabbaticals (Article 17.7)

- i. Should an Employee who was granted a sabbatical during the 2020/21 Academic Year elect to proactively modify the expected outcomes described in their sabbatical application as a result of COVID19, they may do so via written agreement with their Dean prior to October 31, 2020.
- ii. When reviewing any future applications from Employees who have modified their expected outcomes in the manner prescribed in Section 2(D)(i), the Sabbatical Leave Committee shall take into consideration the impact of COVID19.
- iii. Employees who were on sabbatical for the 2019/20 Academic Year or for Winter 2020 are encouraged to include details in their final sabbatical report regarding how COVID-19 affected their ability to complete their expected outcomes.
- iv. In providing the report stipulated in Article 17.7.2.6, the Board shall also report to the Association the number of sabbaticals deferred due to COVID19.

E. Intellectual Property (Article 19)

The Board will continue to uphold its obligations under Article 19.

F. Student Evaluation of Teaching (Article 28.4)

- i. Instead of one (1) evaluation in Fall 2020 and one (1) evaluation in Winter 2021, Tenured Employees may choose to do two (2) evaluations in Winter 2021 or, if applicable, one in Winter 2021 and one in Spring 2021.
- ii. The Chair, Dean, Tenure Committee, Promotion Committee and all other applicable committees shall take into consideration the impact of COVID-19 when interpreting Student Perceptions of Teaching (SPoTs) conducted during the term of this MOU. When the Committee convenes, the Committee Chair shall remind committee members of this obligation in exercising their deliberations; weighing SPoTs as a lesser criteria where the impacts of the pandemic are seen to be a factor.

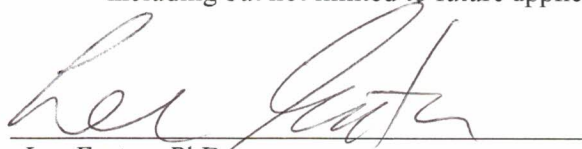
G. Peer Evaluation of Teaching (Article 28.5)

Employees conducting peer evaluations of teaching per Article 28.5 shall review the best practices for evaluation of online instruction document prepared by the Academic Development Centre (ADC).

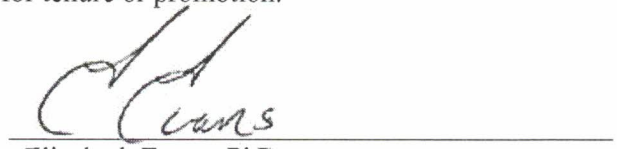
3. Changes to practices outside the Collective Agreement

A. Faculty Annual Reports

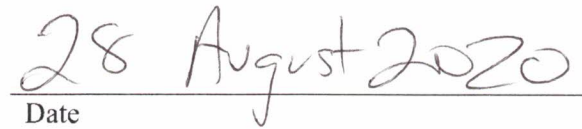
Employees required to complete an Annual Report for the 2019/20 Academic Year under Article 12 are encouraged to include details in their report regarding how COVID-19 affected their ability to engage in scholarship, service and/or professional development and how it affected their teaching. This information will then be taken into consideration for any performance related decisions, including but not limited to future applications for tenure or promotion.



Lee Easton, PhD
President
Mount Royal Faculty Association



Elizabeth Evans, PhD
Interim Provost and Vice President, Academic
Mount Royal University



Date

August 28, 2020

Date