

MEMORANDUM OF UNDERSTANDING

between

THE BOARD OF GOVERNORS OF MOUNT ROYAL UNIVERSITY

("The Board")

and

THE MOUNT ROYAL FACULTY ASSOCIATION

("The Association")

**Regarding the creation of a Vice Dean position**

The Board wishes to create a new management position: Vice Dean.

1. To support the creation of the Vice Dean position, the parties agree that the definition of Academic Leaders in Article 1.2 of the Collective Agreement shall be amended to include the position of Vice Dean.
2. The position of Vice Dean will be considered "Academic Leader" in the Collective Agreement. Employees with Academic Rank will continue to report to the Dean for the purposes of Article 12, with the exception of 12.1.1.3, which could be delegated at the Dean's discretion
3. To support the implementation of the Vice Dean position, the parties agree that:
  - On a one-time basis, without prejudice or precedent, an Associate Dean whose current term extends beyond June 30, 2023 and whose current portfolio significantly overlaps with the job description of newly created Vice Dean position, may be transitioned into the Vice Dean role for the remainder of their term. Such transition requires mutual agreement between the Associate Dean and the Dean, and shall take effect no later than July 1, 2023.
  - While the transition may proceed without a formal selection process, the Dean shall solicit feedback from within the Faculty and meet with the Associate Dean to review that feedback, which will be included in the recommendation to the Provost that the Associate Dean be transitioned into the Vice Dean role. The Association will be informed of the decision.
  - All other Vice Dean appointments shall proceed in a manner consistent with Article 4.18. For the period to June 30, 2024, or the ratification of the next Collective Agreement, whichever comes later, such Vice Dean positions shall be posted internally first, with first consideration given to internal applicants. Should no successful internal candidate emerge from the process, the position may be posted externally. A rationale for any externally posted Vice Dean positions during this time period will be provided to the Association.

4. The parties are committed to the success of both the Vice Dean and the Associate Dean roles. Both roles play an important function in the administrative and academic leadership of the University. Therefore, no less than 4 Associate Deans positions will remain in place for the duration of this MOU.
5. A report on the introduction of the Vice Dean role from the Deans along with input from the Associate Deans and Vice Deans will be forwarded to the MRFA President and the Provost for review in the next round of collective bargaining.



Chad London  
Provost & Vice-President Academic  
Board of Governors



Lee Easton  
President  
Mount Royal Faculty Association

January 30, 2023