

MEMORANDUM OF UNDERSTANDING

Between

THE BOARD OF GOVERNORS OF MOUNT ROYAL UNIVERSITY

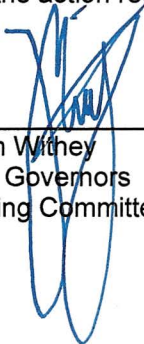
And

THE MOUNT ROYAL FACULTY ASSOCIATION


Article 24 - Diversity and Equity

As outlined in Article 24, a joint diversity and equity committee (JDEC) exists at Mount Royal University comprised of equal representation by the Board and the Mount Royal Faculty Association. Both parties agree that the joint committee has identified a desire for the University to conduct a Pay Equity Review to assess equity in the area of compensation amongst Faculty members regardless of gender and have agreed to the following;

1. A Pay Equity Review will be conducted commencing the 2018-19 academic year.
2. Internal resources will be used to gather and provide data required for the review.
3. The JDEC shall create the request for proposals for the study, in conjunction with and based on advice from the Vice President, Finance and Administration, or designate.
4. The JDEC shall review and adjudicate the proposals and make recommendations to the Vice President, Finance and Administration, for approval.
5. Human Resources will manage the contract and have secured funding to support the completion of the contract.
6. The final report of the contractor will be shared by the AVP Human Resources with PEC, and with the Joint Diversity and Equity Committee for the purpose of review and providing recommendations on any required action to be taken. Confidentiality of employee information must be protected in the distribution of the report. A copy of the report at the aggregate level shall be made available to the Association.
7. The Board is committed to implementing required action deriving from the Pay Equity Review and to consulting with affected Employees regarding how to structure any adjustments deriving from the action required.



Jonathan Withey
Board of Governors
Negotiating Committee



Lee Easton
Mount Royal Faculty Association
Negotiating Committee

June 14, 2019
Date