

MEMORANDUM OF UNDERSTANDING

Between

THE BOARD OF GOVERNORS OF MOUNT ROYAL UNIVERSITY
("The Board")

And

THE MOUNT ROYAL FACULTY ASSOCIATION
("The Association")

Re: EXTERNALLY FUNDED TWO-YEAR HALF-TIME POSITION FOR A FACULTY LEAD IN SIMULATION IN THE SCHOOL OF NURSING AND MIDWIFERY (2021-23)

The School of Nursing and Midwifery in the Faculty of Health, Community and Education, recently received funding from the Riddell Family Foundation to support a 50% FTE faculty position to support and expand simulation education in the School and the Faculty. The key responsibilities for this role will be to lead the expansion of simulation as an active learning strategy through increasing capacity in simulation amongst faculty, expanding interprofessional educational opportunities, expanding the role of simulation in curricula and facilitating external collaboration with stakeholders.

The position will be open to internal and external applicants. Should the successful candidate be an internal applicant, the position would be supported through reassigned time. Should an external applicant be the successful candidate, this MOU will enable the University to offer the candidate a Limited Term position as outlined in Article 4.4 and follow a Half Time Tenure Pattern B as outlined in Article 7.

Should an external applicant be a successful candidate, both parties agree, without precedent or prejudice, to the following terms including modifications of the Collective Agreement as outlined below.

A. APPOINTMENT

The successful candidate will be offered limited term appointment up to two years as outlined in Article 4.4 LIMITED-TERM APPOINTMENT and shall be appointed to the TSS work pattern.

B. WORKLOAD

The limited-term Employee shall be assigned workload as determined in Article 14.1 and 7.4.1.2.

Normally, Article 7.4.2: The workload of the Half-time Employee shall be assigned by consultation between the Chair and the Full-time Employees of each Academic Unit, following consultation with the Dean.

Modification:

The workload of the Half-time Employee shall be assigned by consultation between the Chair/Director and the employee, following consultation with the Dean, according to Article 7.4.4.1.

Normally, Article 7.4.4.1: A half-time Employee in the Teaching-Scholarship-Service Pattern shall normally teach 144 scheduled instructional course hours or equivalent for Counsellors, Educational Developers and Librarians (half the normal full-time instructional teaching load under Article 14.5.1) per year of the appointment and will provide pro-rata scholarship and service, pursuant to the Addendum on Teaching, Scholarship and Service.

Modification:

The Half-time Employee shall engage in teaching, and will provide pro rata scholarship and service activities outlined in the Addendum on Teaching, Scholarship and Service, with the exception of credit instruction. A mutually agreed upon work plan for the year will be developed between the Employee and Chair/Director.

C. VACATIONS AND BENEFITS

1. Benefits and Insurance

Benefits and Insurance shall be according to Article 16.2.

LAPP shall be according to Article 16.3.

In addition, they will receive a health spending account of \$500 annually.

Note: Long term disability is not available according to the terms of the insurance provider.

2. Vacation and Holidays

Normally, Vacation and Holidays shall be according to Article 15.3.

Modification:

Use Article 7.7.2 A half-time Tenured Employee working in accordance with Pattern B shall be entitled to the vacation and holidays described in Article 15 and shall receive one half of that Employee's salary on those days.

D. Evaluation

28.1 Evaluations shall be as comprehensive as possible, given the information available, and shall serve both a formative and summative function.

28.2 Teaching evaluation shall conform with the Agreement and processes, criteria and instruments (e.g. student evaluations of instruction, Chair evaluation forms, peer evaluation forms) established in academic governance forums.

Modification:

Evaluations shall conform with the Agreement and processes, criteria and instruments (e.g. Chair evaluation forms, peer evaluation forms) established in academic governance forums. A mutually agreed upon evaluation plan will be established between the Employee and Chair/Director.

E. OTHER

1. All other articles of the Collective Agreement apply.

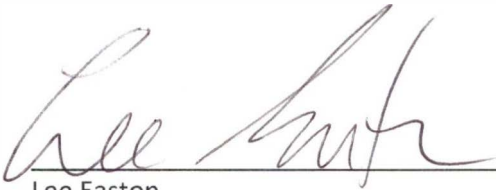
This MOU expires August 15, 2023 but may be renewed subject to agreement of both Parties.



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

May 25, 2021

Date



Lee Easton
President
Mount Royal Faculty Association

June 14, 2021

Date