

# MEMORANDUM UNDERSTANDING

Between

THE BOARD OF GOVERNORS OF MOUNT ROYAL UNIVERSITY

("the Board")

And

THE MOUNT ROYAL FACULTY ASSOCIATION

("the Association")

## Regarding Extending Timelines in Article 12.3.2 and related Clauses

The Association and the Board acknowledge the importance of Deans providing thoughtful responses on Faculty Annual Reports. In order to provide time for such comments to be made the parties agree that Article 12.3.2 shall be amended on a one-time, without precedent basis such that:

- 1) The Dean shall respond to the Faculty Annual Report by November 15, 2021.
- 2) Should revisions be required, Employees shall revise and resubmit the Annual Report by January 14, 2022.
- 3) The Dean shall respond to the revisions no later than January 28, 2022.
- 4) Article 12.3.3.1.1 shall be amended on this one-time basis such that any performance plans will be placed on the Employee's file no later than January 15, 2022.

This Memorandum of Understanding expires June 30, 2022.



Dr. Lee Easton  
President  
Mount Royal Faculty Association

October 28, 2021  
Date



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

October 15, 2021  
Date