



KEAN FEDERATION OF TEACHERS

An Association of Professors, Professional Staff and Librarians

Local 2187, American Federation of Teachers

Kean University, Union, N.J. 07083

Phone 908 737-3925 Fax 908 737-3929

Letter of Agreement (LOA) # 158

Compensation for Large Lecture Format Class Sections

Letter of Agreement No. ____
Pilot Program On Differential Credits for Larger Course Sections

WHEREAS, Kean University seeks to offer its students the highest quality learning opportunities in any and all modalities; and

WHEREAS, Kean University lacks the scheduling, compensation, and organizational agreements necessary to offer courses in large lecture plus recitation formats; and

WHEREAS, Kean University seeks to optimize faculty classroom time to permit a substantial expansion of the Released Time for Research (RTR) program to support individual faculty members' research activity as well as the University's goal of achieving and sustaining Carnegie R2 status; and

WHEREAS, the University recognizes that faculty teaching in new formats will require support to be able to do so to the best of their abilities; and

WHEREAS, the University recognizes that faculty teaching such large lectures and coordinating the work of Recitation Instructors should receive more teaching credit hours than faculty teaching smaller section classes on their own; and

WHEREAS, the University wishes to make large section assignments not only manageable, but desirable assignments for some of our most talented instructors; and

WHEREAS, as a result, Kean University will launch a pilot program of no more than 300 students in each course that will expand the size of those introductory courses known to be taught well in large, lecture formats; and

WHEREAS, expanding the size of the classes will also include the creation of recitation sections; and

WHEREAS, the Kean Federation of Teachers ("KFT") represents faculty members employed by the University and is authorized to bargain locally on behalf of its members with respect to the negotiable terms of employment; and

THEREFORE, the parties agree to the following terms regarding differential credits for larger course sections.

1. For the larger course sections of the pilot program, the University and the KFT therefore agree to the following equivalencies:
 - a. For regularly scheduled larger course sections of 50-150 students, instructors shall receive 6 hours of teaching credit.
 - b. For regularly scheduled larger course sections of 151 or more students, instructors shall receive 9 hours of teaching credit.


- c. Course enrollment and additional TCH compensation shall be determined after the Add/Drop deadline. This additional TCH compensation shall not be modified even if course enrollment decreases during the course of the semester.
 - d. During this pilot phase, no course shall have more than 300 students enrolled in any course.
 - e. Such compensation takes into consideration, among other things, the faculty's coordination of Recitation Instructors.
- 2. Lectures shall be delivered for two of the three weekly contact hours. The third hour will be devoted to a recitation section.
- 3. Recitation sections shall be assigned for every 25 students, starting at classes of 50 or more. For example, a course with 100 students would have four recitation sections; a course with 200 students would have eight, and so on.
- 4. The lead instructor shall be responsible for one recitation section. All other recitation sections shall be led by Recitation Instructors. If the University is unable to get qualified teaching assistants for a particular class, the University will consider offering recitation periods to lecturers and part-time faculty.
- 5. Faculty assigned recitation sections shall receive one teaching credit hour (1 TCH) of compensation per recitation section.
- 6. Lecturers shall receive recitation section assignments on a voluntary basis only. Lecturers receiving such assignments will not be required to lead more than three (3) recitation sections in a given semester and all shall be assigned under the same course instructor.
- 7. For this pilot program, faculty teaching assignments shall be by mutual consent. Faculty chosen to teach the courses will not be randomly assigned. Successful candidates must be able to demonstrate to Chairs, Executive Directors, or to other appropriate designees of the Deans that they have the academic qualifications, the organizational skills, the experience, and the history of strong student outcomes to perform well in the large lecture format. Faculty must demonstrate a willingness to work with other educators, primarily the teaching assistants, to craft superior outcomes for students. The University agrees to provide support for training and professional development for faculty selected to teach large lecture classes. The details will be agreed to in a subsequent Letter of Agreement.
- 8. Faculty chosen to teach the courses will continue to work with University curricular and pedagogical initiatives including robust use of the Learning Management System (LMS) and adoption of Open Educational Resources (OER) where possible. The University

agrees to provide support for training and professional development for the use of the LMS and adoption of OER where possible.


9. Continued assignment to large lecture sections will be predicated on evidence of performance and student success. The cognizant academic official will conduct the evaluation. The KFT agrees to work together with the University to negotiate the evaluation procedures at a later date.
10. Nothing in this agreement shall be construed to impinge on a faculty member's academic freedom.
11. Kean University and the KFT agree to review this Letter of Agreement after a period of three semesters from date of implementation prior to the construction of the fall 2024 schedule.
12. This Memorandum of Agreement shall not serve to amend or modify the parties' Collective Negotiated Agreement.

In WITNESS HEREOF, Kean University and the Kean Federation of Teachers, Local 2187, have acknowledged their understanding of this Memorandum of Agreement and affix their signatures below.

For the University:


Date: May 18, 2022

For Local 2187:


Date: May 18, 2022