



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) # 175

Compensation for Provost Faculty Fellows

MEMORANDUM OF AGREEMENT # ____
KEAN FEDERATION OF TEACHERS, LOCAL 2187
-and-
KEAN UNIVERSITY

WHEREAS, the Office of the Provost and Senior Vice President for Academic Affairs is accepting applications for Kean’s Provost Faculty Fellows opportunities. These faculty fellowships are aimed at supporting a variety of faculty development goals through faculty-led faculty learning communities inclusive of all Kean faculty at all ranks. The Provost Faculty Fellow will focus efforts on strategies to support faculty success that align with the mission and vision of Kean and address aspects of the faculty lifecycle including retention, development, and recognition.

WHEREAS, all Full- time and Part-time faculty members are invited to apply to these roles, inclusive of Adjuncts, Lecturers, Assistant, Associate and Full Professors.

WHEREAS, the Provost Faculty Fellows will work collaboratively with the Associate Provost for Faculty Development to build a culture supportive of faculty scholarship, creative works, teaching, leadership and well-being.

WHEREAS, the Provost Faculty Fellows will lead a variety of faculty professional learning series relevant to Kean’s mission of inclusive and excellence in teaching and leadership as an R2 institution and status as New Jersey’s Urban Research University.

IT IS ON THIS DAY OF February _____, 2024, the University and the Kean Federation of Teachers, Local 2187, (the Union) HEREBY AGREE AS FOLLOWS:

1. The intent of this Memorandum of Agreement is to address the compensation for Provost Faculty Fellows who will serve as Fellows for one academic year, with the possibility to renew.
2. The Provost Faculty Fellows program will begin on or around the first day of the Fall semester of the academic year and conclude on or before June 1.
 - i. Provost Faculty Fellows shall receive 3 TCH for the Fall Semester and 3 TCH for the Spring Semester. Provost Faculty Fellows tasks will include the following:

Review of guidance documents, seminar development and presentation, and project development that supports faculty learning and support in the areas (1) scholarship and creative works, (2) teaching and mentoring, (3) service and leadership, and (4) wellbeing and belonging.
 - ii. Faculty Fellows will constitute a Faculty Advisory group for the Associate Provost for Faculty Development.
3. For Lecturers offered a role: Pursuant to Section IV of the November 14, 2023, Lecturers Agreement (“Lecturers Agreement”), starting in the Fall semester the basic teaching load shall be no more than 16 TCH within load per semester. The University has taken into consideration the Lecturers November 2023 Agreement. Depending on whether the lecturers have reached the maximum of 16 TCH in the Fall semester, the Dean shall decide whether the lecturer will receive in load teaching credits or overload teaching credit hours pursuant to the Lecturers Agreement.
4. This Letter of Agreement shall expire on June 30, 2027.


5. This Letter of Agreement shall not be deemed to set a precedent and shall not be cited in any other forum for any purpose except to enforce its terms.
6. This Letter of Agreement shall not serve to modify the parties Collective Negotiated Agreement.

FOR THE UNIVERSITY:


Zahira Estrella-Chambers (Feb 19, 2024 18:55 EST)

Date: February 19, 2024

FOR THE UNION:


Frank Argote-Freyre (Feb 19, 2024 17:18 EST)

Date: February 19, 2024