



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) # 165

WKU Faculty Promotion Review Compensation

Letter of Agreement _____ WKU Faculty Promotion

In order to promote amicable employer-employee relations, Kean University (the University), the Kean Federation of Teachers, Local 2187 (“the KFT”) and the Council of New Jersey State College Locals, AFT (“the Council”) hereafter, “the parties,” hereby agree as follows:

The parties agree that peer evaluation of faculty for promotion benefits both faculty and the University for the purpose of providing excellence in the hiring and retention of high quality faculty, therefore, the parties agree to the following terms:

1. The University and the Union agree that existing departmental and school ARTP committees and the University Promotion Committee (UPC) will evaluate the promotion portfolios of Wenzhou-Kean (WKU) faculty from their corresponding Kean USA departments.

2. The University agrees to compensate committee members for this additional work at the following rates for each such activity:

- A. 0.05 teaching credit hours (TCH) per WKU faculty promotion portfolio review
- B. 0.375 teaching credit hours (TCH) for conducting a WKU peer observation
- C. 0.375 teaching credit hours (TCH) for a written summary letter/report

The maximum compensation a committee member may receive for this work shall be 0.375 TCH per WKU faculty promotion portfolio.

3. The University agrees that individual members of the UPC and ARTP committees may choose to recuse themselves from performing this assessment task.

4. The KFT agrees, and the respective promotion committee members acknowledge that if they choose to recuse themselves from performing assessment of WKU promotion portfolios, they shall forgo additional compensation for same.

5. For informational purposes: The University extends the deadlines to complete WKU portfolio reviews for AY 23-24 as follows:

Departmental ARTP review: Friday, March 31, 2023


University Promotion Committee Review: Monday, April 17, 2023

6. This Memorandum of Agreement shall not constitute a precedent and shall not be referred to, offered, or considered as evidence in any proceeding with respect to any other matter between the parties except to enforce the provisions herein.

7. This Memorandum of Agreement shall not serve to amend, modify, or change the existing terms of parties’ Collective Negotiated Agreement.

In WITNESS HEREOF, the University, the Kean Federation of Teachers, Local 2187 and the Council of New Jersey State College Locals, AFT, have acknowledged their understanding of this Memorandum of Agreement and affix their signatures below.

For the University:


Zaira Estrella-Chambers (Mar 10, 2023 14:31 EST)

Date:

For the Council:



Date: March 10, 2023

For the KFT:


Frank Argote-Freyre (Mar 10, 2023 13:15 EST)

Date: March 10, 2023