

Memorandum of Agreement
On
Compensation for Faculty Dissertation Supervision

In order to promote amicable employer-employee relations as it pertains to Dissertation Advisement for Doctoral Programs, New Jersey City University ("the University") and New Jersey City University AFT Local 1839 ("the Union") agree as follows:

It is the University's position that the assignment of teaching credit hours for modes of instruction other than classroom is not subject to negotiation and involves matters subject to consultation with the Union pursuant to Article XII, Section B.5 of the Agreement between the Council of New Jersey State College Locals, AFT, AFL-CIO, State Colleges/Universities Unit July 1, 2011 – June 30, 2015.

It is the Union's position that the compensation for dissertation advisement and supervision is mandatorily negotiable.

The University and the Union agree that their respective positions shall be preserved and that this Memorandum of Agreement shall not be used by either against the other as a precedent or in any proceeding before any qualified forum or in any other way to undermine the viability of these positions.

The policy outlined below will assure doctoral students the full opportunity to properly and most effectively complete dissertations. Respect, support and appropriate remuneration for essential work performed by highly valued faculty are key elements supporting this practice.

1. For dissertation supervision faculty shall be allocated dissertation one (1) teaching credit per semester per dissertation for three (3) semesters for a total of (3) teaching credits per dissertation; the teaching credit rate shall be at the overload rate pursuant to Article XII, Section B.3 of the State-Union Agreement.
 - a. When dissertation supervision takes place during summer session, the teaching credit rate shall be at the summer session rate pursuant to Article XI, Section C.6 of the State-Union Agreement.
 - b. Paragraphs 1 and 1.a shall apply to all rates of compensation herein.
2. Second and third members of the dissertation committee shall be allocated equal proportions of teaching credits totaling one (1) teaching credit per dissertation.
3. Each faculty member is limited to supervising four dissertations and reading no more than six (6) additional dissertations at one time. Limits on supervision may depend on a faculty member's workload consistent with assignment guideline and availability.

4. The terms of this Memorandum of Agreement shall apply retroactively to the Spring 2014 semester.
5. This Memorandum of Agreement shall expire on June 30, 2016 unless the parties agree to an extension. The parties shall provide written request to extend this Agreement
6. The parties agree that this Memorandum of Agreement does not constitute precedent.
7. This Memorandum of Agreement shall not serve to amend, modify or change the existing terms of the negotiated Agreement between the Council of New Jersey State College Locals, AFT, AFL-CIO, State Colleges/Universities Unit July 1, 2011-June 30, 2015 or any existing local agreements and Memoranda of Agreements between the University and the Local Union.

For the University:

For AFT Local 1839



Hunt Bartine, Associate Vice President HR
NJCU Office of the President



William Calathes, President
AFT Local 1839

Date:

6/11/14

Date:

6/11/14