

**Amendment
to the June 11, 2014
Memorandum of Agreement
on
Compensation for Faculty Dissertation Supervision**

In order to promote a better student experience, advance graduate education and validate amicable employer-employee relations, New Jersey City University ("the University") and New Jersey City University AFT Local 1839 ("the Union") agree to the following:

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

1. It is understood that workload assignment is at the full discretion of the University and that such assignments may be recommended by the chair, with a final decision made by the Dean or designee.
2. In the case when dissertation supervision is not assigned in-load, faculty compensation for dissertation supervision is in the form of a stipend that equals one (1) teaching credit per semester per dissertation for three (3) semesters. If faculty are assigned dissertation supervision by the Dean, the following shall apply:
 - a. Faculty compensation for dissertation supervision shall be paid as a stipend that equals the overload rate for one teaching credit established in the most recent contract in effect. For spring 2016, the teaching credit rate shall be at the overload rate pursuant to Article XII, Section B. 3 of the 2011-2015 State-Union Agreement.
 - b. If assignments are made in the summer, and if dissertation supervision takes place during the summer session, compensation shall be in the form of a stipend equal to the summer session rate for one (1) teaching credit for each dissertation. The exact amount is defined the relevant contract in effect.
 - c. Paragraphs 1, 1.a, and 1. b shall apply to all rates of compensation concerning dissertation supervision and assignments herein.
3. If appointed by the Dean, compensation for the second and third members of the dissertation committee shall be in the form of a stipend equal to a total of one (1) teaching credit each per dissertation distributed equally over three semesters.
4. Each faculty member is limited to supervising up to four dissertations and reading no more than six (6) additional dissertations at one time.
5. The terms of this Memorandum of Agreement shall apply retroactively to the spring 2016 semester.

6. This Memorandum of Agreement shall expire on August 30, 2017 unless the parties agree to an extension. The parties shall provide written request to extend this Agreement.
7. This Amendment 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.

For the University:

A handwritten signature in blue ink, appearing to read "Deborah Woo", written over a horizontal line.

Dr. Deborah Woo
Associate Provost

Date: 4/7/16

For AFT Local 1839:

A handwritten signature in blue ink, appearing to read "William Calathes", written over a horizontal line.

Dr. William Calathes
President, AFT Local 1839

Date: 4/7/16