



LOCAL 1796 WILLIAM PATERSON UNIVERSITY

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LINDA GAZZILLO DIAZ, Ed.D., ATC
Vice President of Negotiations/Chief Negotiator

Letter of Agreement Faculty Range Adjustment Checklist February 14, 2005

To promote amicable employer-employee relations, William Paterson University ("the University") and AFT Local 1796 ("the Union") agree to the following in regard to the Faculty Handbook Faculty Range Adjustment Policy:

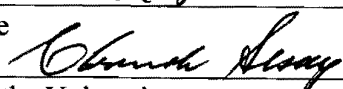
1. The checklist will be modified as follows:
The current statement "Checklist Items (include in the following order)" will be changed to state "Required Checklist Items (include in the following order)".
2. The checklist will be modified in regard to items #4 and #5 to state the following:
 4. **Two Faculty Observations** within the previous four semesters of application.
(The semester in which the candidate applies is excluded.)
 5. **Two Student Evaluations** within the previous four semesters of application.
(The semester in which the candidate applies is excluded.) Evaluation forms used for faculty reappointment and promotion are required (brown scantron and numerical evaluation forms).
3. The Faculty and Staff Handbook Faculty Range Adjustment Program section IV. Procedures will be modified to correspond to Required Checklist Items #4 and #5 above.
4. The Faculty Range Adjustment Application Checklist will be included in the Faculty and Staff Handbook as part of policy.
5. The date of the revision is to be included on the checklist.

This agreement does not set a precedent. The parties agree to the substance and form of this agreement. The issues related to this agreement may not be pursued in any forum.



For the University
2-14-05

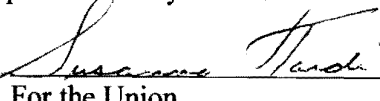
Date



For the University

2/14/05

Date



For the Union

2/15/05

Date



For the Union

2/15/05

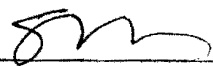
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**William Paterson University
Faculty Promotion Application Checklist**

Candidate's Name _____
Candidate's Department _____
Current Rank _____

Checklist Items (Include in the following order):

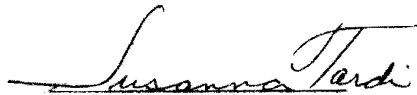
1. The Promotion Application Checklist must be the first item in the application. See Faculty Retention and Promotion "Clarified Criteria" (Appendix III) and "Faculty Promotions" in the "Faculty and Professional Staff Handbook" for additional details.
2. The Current Curriculum Vita must include your name, department, rank, date that rank was achieved, faculty appointment date, higher education background — degrees, years received, and the granting institutions. If a terminal degree equivalency is claimed then include the date on which the terminal degree equivalency was established. Include a description of academic and professional experiences including: teaching, research, publications and other creative works, research and scholarly work in progress; student advisement, professional service, special honors or awards; professional recognition, committee memberships or other university or community special assignments.
3. Evidence of teaching competence must include three faculty (peer) observations completed within the Spring 2005 or Fall 2005 semester.
4. Evidence of teaching competence must include every student evaluation in each class taught within the Spring 2005 or Fall 2005 semester.
5. Signatures of your department committee must appear on the recommendation of your promotion committee.



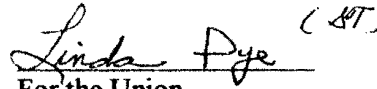
For the University
10-5-05
Date

For the University

Date



For the Union
10-5-05
Date

 (ST)

For the Union
10-5-05
Date