

Academic Year Chairperson Compensation

William Paterson University of New Jersey

WHEREAS a mutual goal of the Union and the University is to foster amicable relations between faculty and the administration and to provide a professional work environment for its employees, and

WHEREAS Department Chairpersons should be fairly and equitably compensated for the roles and responsibilities associated with their position, and

WHEREAS the Union and the University agree that the compensation for Department chairpersons should be based on measurable criteria, the Union and the University hereby agree to the following procedures related to the academic year compensation of Department Chairs:

1. Chair compensation shall be determined by a formula using total student credit hours, full-time faculty equivalents (part-time and adjunct faculty calculated using the IPEDS formula of .33), and total student headcount (undergraduate plus graduate) generated by a department calculated based on fall semester census data of the previous academic year.
2. The minimum compensation for a department chair shall be twelve credits per academic year, and the maximum compensation for a department chairperson shall be eighteen credits per academic year. No chair may utilize more than nine credits of release time during a given semester.
3. The compensation for a department chair shall be determined as follows: the median value of all departments shall be computed for student credit hours, full-time faculty equivalents, and total student headcount (graduate plus undergraduate). If a department has a value above the median for a given category, then it will be assigned three credit hours for that category; and if a department has a value that is less than or equal to the median of all departments for a given category, then it will be assigned two credit hours for that category. The categories shall be weighted as follows: the assigned values for student credit hours and full-time faculty equivalents shall each be multiplied by .3, and the assigned value for student headcount shall be multiplied by 4. These three values shall then be summed and multiplied by two, and the result shall be rounded to the nearest whole number to determine the compensation for an individual department chair for the academic year.
4. The compensation allocations shall be calculated by the Provost Office annually each spring as per this agreement using data from the previous fall semester census. These chair allocations will be reviewed by the Union. Any change in credits shall take effect at the start of the next academic year.
5. If different course codes are assigned to UCC courses, individual departments shall continue to be credited for student credit hours associated with UCC courses taught.

6. Subsequent to the signing of this agreement, the new compensation shall be applied starting AY24-25.

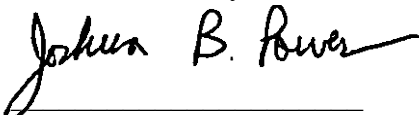
7. The Administration reserves the right to create an assistant chair position in a department. If the Administration assigns this position, it shall begin after the University provides 3 months' notice to the chair and commence subsequent to closure of an academic term. A department chair may also request that duties be shared with an assistant chair subject to approval by the Administration. In either situation, the assistant chair compensation shall be no more than three credits per semester. Chair compensation shall be reduced by the same amount such that the sum of the chair and assistant chair compensation does not exceed the amount calculated in section 4 above and only if the chair roles and responsibilities, as stated in the Faculty and Staff Handbook, are reduced by no more than 3 credits of time and effort. In extenuating circumstances and in consultation with the Union, if the position is created by the Administration mid semester or mid academic year in the absence of agreement by the chair to share duties, no compensation shall be deducted from the chair's compensation until the start of the subsequent academic year.

8. In all cases, the dean shall consult with the respective chair regarding the recommended duties of the assistant chair not to exceed the equivalent of three credits of time and effort. The Administration shall consult with the Union on such duties. All parties retain their rights as provided by the Master Agreement and the NJ Public Employment Relations Act.

9. The respective department chair and faculty shall recommend the candidate for the position by a department election. The dean will provide a separate recommendation to the provost. The Administration shall have the right to accept or reject the department's recommendation. In the case of rejection, the Administration shall provide the reasons for rejecting the recommended faculty member to the department and permit another individual to be recommended and voted on through election. After two election cycles without an agreed upon candidate the provost in consultation with the dean may appoint an assistant chair for a one-year term and elections would take place for the following academic year.

This agreement remains in effect unless either party requests to reopen negotiations in May of each year during the agreement, on any procedures related to the agreement. Either of the parties shall notify the other in writing, of its desire to commence negotiations at the start of the subsequent academic year.

For the University:



Date: 7-12-24

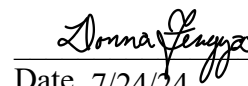


Date:

For AFT Local 1796:



Date: 7/23/24



Date 7/24/24