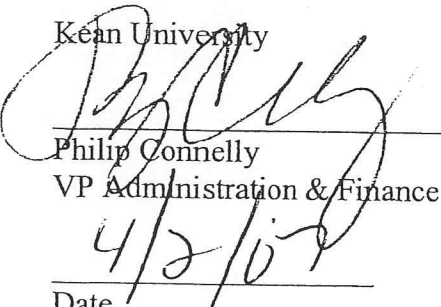


**UNIVERSITY RANGE ADJUSTMENT PROGRAM MODIFICATIONS**

This Letter of Agreement specifies modifications to the existing Range Adjustment Program documents. Modifications herein replace elements of Letter of Agreement # 102. This agreement also enumerates changes to the procedures governing the composition and election of the University Range Adjustment Committee. This Letter of Agreement shall expire on June 30, 2007. Should this agreement not be renewed or altered, the Range Adjustment Program will follow the terms in the AFT Master Contract.

Kean University

  
Philip Connelly  
VP Administration & Finance

Date

4/2/07

Kean Federation of Teachers

  
Charles P. Kelly  
KFT Negotiations Chair

Date

4/5/07

**UNIVERSITY RANGE ADJUSTMENT PROGRAM MODIFICATIONS**

**I. Modifications to the Range Adjustment Documents**

The Kean Federation of Teachers and Kean University agree to modifications to the following documents: *Range Adjustment Program: Range Adjustment Guidelines; Range Adjustment Application Form*. The modifications are contained in the three above-cited documents, attached to this agreement. Modifications to these documents replace elements of Letter of Agreement # 102.

**II. Composition and Election of the University Range Adjustment Committee**

It is also agreed between the Kean Federation of Teachers and Kean University that the procedures governing the composition and election of the University Range Adjustment Committee (URAC) are those outlined below. One of the features of this agreement is to make the URAC as parallel as possible to the University Promotion Committee.

1. The composition of the URAC, for academic year 2006-2007, shall consist of 2 elected faculty members per college/school, subject to that college/school having at least 25 full-time faculty members according to the fall semester Integrated Postsecondary Education Data System report, and one KFT observer who shall not vote. As of the 2006-2007 academic year, this totals ten (10) voting members.
2. The two representatives of each college/school shall be elected only by the members of that college/school. One representative must be in the rank of Full Professor at the time of the election. The other representative must be in the rank of Associate Professor or Assistant Professor at the time of the election. Subsequent promotion will not disqualify a representative from finishing his/her term.

3. All representatives must be tenured at the time of the election. No department chairpersons may be nominated to, elected to or serve on the committee.
4. The term of service for an elected faculty member is two (2) years. The terms are to be staggered both by college/school and by rank so that half the committee is elected each year. See Appendix A for a schedule of the elected positions.
5. No department may have more than one elected member serving on the committee at any given time.
6. Faculty members who have served on the committee may not run again for a period of time equal to the length of their service on the committee.
7. When an elected faculty member ends his/her service on the committee, no one else from the same department can be elected to the committee for a one-year period, unless there are no qualified faculty members from another department in the college or school.
8. Members of the committee cannot apply for a Range Adjustment while they are serving on the committee.
9. The nomination and election of faculty members to the URAC shall be conducted by the Faculty Senate, subject to these guidelines. It is the responsibility of the Faculty Senate to consult with the KFT after nominations are closed regarding eligibility.
10. Consistent with past practice and with the existing procedures for Letter of Agreement Committees, vacancies on the URAC shall be filled for the remainder of the term of the vacated position by appointment by the President of the Kean Federation of Teachers, subject to the above guidelines.

## APPENDIX A

### Schedule of Elected Positions by Year

| <u>Position</u>                                   | <u>Year of Election (Spring Semester)</u> |
|---|---|
| College of BPA, Full Professor                    | Odd-numbered years                        |
| College of BPA, Associate or Assistant Professor  | Even-numbered years                       |
| College of ED, Full Professor                     | Even-numbered years                       |
| College of ED, Associate or Assistant Professor   | Odd-numbered years                        |
| College of HSS, Full Professor                    | Even-numbered years                       |
| College of HSS, Associate or Assistant Professor  | Odd-numbered years                        |
| College of NAHS, Full Professor                   | Odd-numbered years                        |
| College of NAHS, Associate or Assistant Professor | Even-numbered years                       |
| School of VPA, Full Professor                     | Odd-numbered years                        |
| School of VPA, Associate and Assistant Professor  | Even-numbered years                       |