



**KEAN FEDERATION OF TEACHERS**

*An Association of Professors, Professional Staff and Librarians*

Local 2187, American Federation of Teachers

Kean University, Union, N.J. 07083

Phone 908 737-3925 Fax 908 737-3929

**Letter of Agreement (LOA) # 150**

Diversity Fellows Program

**LETTER OF AGREEMENT #150**  
**DIVERSITY FELLOWS PROGRAM**

In order to promote amicable employer-employee relations, Kean University (the University), the Kean Federation of Teachers, Local 2187 ("the KFT") and the Council of New Jersey State College Locals, AFT ("the Council") hereafter, "the parties", hereby agree as follows:

1. The KFT, the Council and University agree to extend the Diversity Fellows program for four (4) academic years (2021-2022, 2022-2023, 2023-2024, and 2024-2025). The KFT and CNJSCL agree to grant the University a waiver to hire eight (8) lecturers in each academic year cited herein beyond the limitations provided in Letter of Agreement XIV.B. of the parties' collective negotiated agreement.
2. Fellows shall be hired as ten (10)-month lecturers for an initial two-year appointment. Thereafter, upon satisfactory completion of their work, Fellows shall transition to tenure track positions in the rank of assistant professor. Fellows shall be reviewed, during their second year, for reappointment into a tenure-track position in accordance with the procedures for first-year tenure-track faculty.
3. Fellows salary shall be no less than Range 21, Step 5 of the parties' collective negotiated agreement. Fellows shall receive negotiated increments pursuant to Article XXI of the parties' collective negotiated agreement.
4. Fellows shall be provided letters of appointment stating the terms of employment specified herein.
5. The salary adjustment to faculty rank shall be calculated pursuant to Article XXII, Section C. of the parties negotiated agreement.
6. When Fellows from each academic year are appointed to tenure track positions, the University and the Local Union agree to meet in year three (3) of their initial six (6) year tenure track period, to determine whether a Fellow may be eligible to apply for tenure during the fourth or fifth years of their tenure-track period. Such appointments, if appropriate, shall be subject to the normal procedures for reappointment with tenure.
7. The basic academic year teaching load for Fellows shall be fifteen (15) teaching credit hours during the first year of their fellowship. The teaching load will be six (6) credits the first semester and nine (9) credits the second semester. In the second year of the fellowship, the teaching load will be eighteen (18) credit hours. However, after consultations with management, and upon development of an approved research plan as cited below, Fellows shall have the option of teaching twelve (12) credits in one semester and six (6) credits in another during their second year.
8. Article XII., Section B.2.a. on course preparations shall apply.
9. Fellows shall present a research plan for their Deans' approval at the beginning of every academic year. The research plan shall outline a series of goals that will include conference papers, presentations, research articles, books, artistic and creative works, speaking engagements, and other activities appropriate to their disciplines
10. Each Fellow shall be provided an expense account for research-related travel of \$2,500 per academic year.
11. Existing Lecturers shall be permitted to apply for the Diversity Fellows Program.

12. Fellows shall be assigned a Faculty Mentor by the University from their respective departments, from other departments in a closely aligned field, or from another appropriate location that benefits the Fellow for their two (2) year fellowship period.

13. Faculty Mentors shall receive three (3) credits release time per semester. The Faculty Mentor, in consultation with the Fellow, shall conduct at least one (1) classroom observation per course and shall provide to their assigned Fellow written feedback on each classroom observation and advising on syllabi construction and course preparations.

14. Faculty Mentors shall provide a confidential summary evaluation to their assigned Fellow at the end of every semester for the purpose of enhancing the Fellow's professional development. The confidential summary shall not be used for evaluation/reappointment purposes.

15. There shall be a Diversity Fellows Program Advisory Committee charged with assisting the University with administering the program by reviewing best practices and making recommendations to the Administration. The Advisory Committee shall include one (1) Union member designated by the KFT, one (1) member designated by the University Senate, one (1) tenured faculty member from each College at the University elected by the faculty of each college, and three (3) other designees as the University deems appropriate.

16. This Letter of Agreement shall not constitute a precedent and shall not be referred to, offered or considered as evidence in any proceeding with respect to any other matter between the parties except to enforce the provisions herein.

17. This Letter of Agreement shall not serve to amend, modify or change the existing terms of the parties' Collective Negotiated Agreement.

18. This Letter of Agreement shall expire on June 30, 2025.

In WITNESS HEREOF, the University, the Kean Federation of Teachers, Local 2187 and the Council of New Jersey State College Locals, AFT, have acknowledged their understanding of this Interim Memorandum of Agreement and affix their signatures below.

For the University:



Date: May 10, 2021

For the KFT:

Frank Argote-Freyre

Frank Argote-Freyre (May 4, 2021 16:54 EDT)

Date: May 4, 2021

For the Council:

Debra L. Davis

Debra L. Davis (May 5, 2021 14:24 EDT)

Date: May 5, 2021