

**Agreement between William Paterson University and AFT Local 1796
Regarding
Independent Instructional Supervision**

WHEREAS William Paterson University American Federation of Teachers, Local 1796, and William Paterson University (The University) recognize the need to maintain academic quality, timely degree completion by students and the fiscal constraints of the University;

WHEREAS In the interest of amicable employer-employee relations, the University and AFT Local 1796 agree to the following procedures regarding Independent Instructional Supervision:

WHEREAS The University and AFT Local 1796 agree that, this agreement will remain in place unless either party makes a written request to negotiate the agreement within thirty days prior notice.

The University and the Union HEREBY AGREE AS FOLLOWS:

A. Categories of Independent Instructional Supervision/Oversight

1. It is agreed that three categories of independent instructional supervision/oversight are established by this Agreement: (1) Independent Study Course (2) Independent Undergraduate Research, and (3) Master Theses Supervision (outside of those provided in classes/courses).

a. **Independent Study Course**—This category addresses when a student requires a particular undergraduate or graduate course for degree completion that cannot be substituted by another course or when there are an insufficient number of students to offer a section or an additional section, a faculty member may volunteer to teach the required course material for one to a maximum of three students.

b. **Independent Undergraduate Research**—This category abides by Independent Study Policy in which individual students who meet the Policy criteria have the opportunity to engage in self-directed research under the supervision of a particular instructor who agrees to supervise the student. Faculty who volunteer to supervise independent undergraduate research will guide the student from the initiation of a topic through the completion of a project.

c. **Master Theses**—This category addresses Master degree programs requiring a thesis outside of those theses provided in classes/courses. Given department expectations or accreditation academic requirements, master thesis supervision typically requires greater faculty commitment in terms of hours of time invested. The level of the students and the demands of the final product contribute to the additional time commitment.

B. Compensation for Independent Instructional Supervision/Oversight

1. It is agreed that compensation for each category of supervision shall be on an overload basis.

2. The schedule of compensation shall become effective Fall 2023.

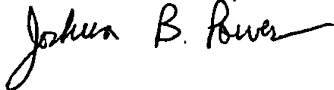
3. No compensation will be awarded without official approval according to applicable University policy and approval by the involved Department Chairperson, Program Director (where applicable), and the Dean of the College in which the faculty member is based.

a. Independent Study Course: Faculty will receive .3 credit
The Administration retains the right to determine whether an independent class will run.

b. Independent Undergraduate Research: Faculty will receive .5 credit

c. Graduate Master Theses (outside of those provided in classes/courses): Faculty will receive .7 credit

For the University:



Date: 6/21/23



Date: 7/5/23

For AFT Local 1796:



Date: 7/3/23



Text

Date: 7/3/23