

AGREEMENT

Between William Paterson University of New Jersey and

AFT Local 1796

Regarding Assigned Release Time Program (ART)

Preamble

In order to promote amicable employer-employee relations and provide for mutual understanding among faculty, librarians and administrators; and to ensure equity in providing enhanced support for faculty research, scholarship, and creative expression; the William Paterson University after consultation with the AFT Local 1796 promulgates the following University Assigned Release Time Program (ART) for the period beginning with the consideration of awards to become effective September 2025 hence:

Purpose

All tenured and tenure-track faculty members shall have the right to participate in the Assigned Release Time Program (ART). The purpose of these awards is to encourage the highest standards of research, scholarship, and creative expression and the continual professional growth and development of faculty members and librarians.

Scope of Awards

The ART Program will provide all tenured, and tenure-track faculty members in good standing the opportunity to receive allocations of three (3) credit hours in one semester or fall or spring term per academic year. Proposals will be considered annually to begin the subsequent academic year. First year tenure-track faculty will be automatically awarded three (3) credits of ART for the year.

University ART Committee: Composition

The Faculty Senate Elections Council will be responsible for conducting the election for members of the University ART Committee. Such election shall be completed by November 30. Faculty members eligible for nomination are restricted to those who

are not seeking an ART award for the award period under consideration. The Union shall be entitled to appoint an observer to the Committee, pursuant to Article IX D of the Collective Negotiated Agreement.

Specifically, the University ART Committee will be comprised of one (1) faculty member elected by and from full-time tenured and tenure-track faculty from each College; two (2) at-large faculty elected by and from full-time tenured and tenure-track faculty; one (1) librarian elected by the library faculty one (1) Union observer, *ex officio* (non-voting), and an associate provost, *ex officio* (non-voting). The Committee shall select its Chair. Elected members shall serve for one year and be eligible for re-election for up to two (2) sequential reappointments, providing that they are not applying for ART in that year.

Application Process

The ART calendar will be negotiated between the Administration and the Union. The amount of available credits will be communicated to the Union by October 1 of the application year.

Applicants will submit an ART application which includes a proposal for the project, the assurance page, and the semester of requested three credit release time. This documentation will be reviewed and signed by the respective Department Chair and forwarded to the appropriate College or Library Dean for review and recommendation. A chairperson's signature signifies review but does not imply a recommendation.

No more than one application in a given year may be made by an applicant. No more than one project per application will be accepted. Applicants may not be awarded an ART award that overlaps with any other award. Additionally, ART awards may not be banked.

A Dean may provide comments on a proposal intended to be recommended but must provide comments on a proposal that will not be recommended. The comments on any proposal for which the dean does not recommend approval, shall be provided to the applicant. Within one week from the negotiated calendar date by which the Dean shall notify applicants who are not recommended, an applicant may respond in writing regarding a Dean's comments or recommendation. All materials, unless voluntarily withdrawn by the applicant, shall proceed for review and discussion by the University ART Committee. A candidate may withdraw their application at any point in the process without compromising future eligibility for an award. The University ART Committee shall consider only complete applications submitted by the negotiated deadline. The ART Committee may determine the weight of the dean's recommendation.

The University ART Committee shall review and discuss all proposals. The ART Committee shall recommend meritorious proposals up to the credits available to the Provost no later than March 1. The ART Committee shall list recommended proposals in alphabetical order. The Provost will review these recommendations and if the Provost's recommendations differ from the ART Committee recommendations, shall request a meeting with the Committee to explain the rationale. The date of award announcements shall be negotiated with the Union.

There shall be no appeal of the Provost's final ART awards other than in the case of a violation of process in the conduct of review and deliberation.

Reporting Requirements and Proposal Modifications

A Final Report on the outcomes of the ART award shall be included in each recipient's Individual Faculty Activities Report in the year in which the project is completed.

Additionally, applicants who have received an ART award shall submit with their subsequent application for ART a one-page (maximum) Final Report on the most recent award.

Faculty who fail to submit a Final Report are ineligible for future ART applications until the Final Report is submitted.

Relinquishment

An award recipient who cannot complete the project shall notify the Department Chair and College Dean in a timely manner so that the ART award can be suspended, and a full teaching schedule shall be restored for the remaining period of the award, whenever feasible

Restriction of Overload

Faculty members, including chairpersons and program directors will not be permitted to engage in overload activities during the ART award period, except for fractional credits (not to exceed one credit) approved by the Dean. Under extraordinary and emergency circumstances additional exceptions may be permitted with approval by the College Dean and the Provost. In such circumstances, the Union shall be provided with a list of the names of the candidates awarded and the reason(s) for the "extraordinary and emergency circumstances."

In WITNESS HEREOF, the University and AFT Local 1796 have acknowledged their understanding of this Memorandum of Agreement and affix their signatures below.

For the University:

Joshua B. Bower
Date: 3-10-25

For AFT Local 1796

Susanna Tardi
Date: 3/14/2025

For the University:

Allison Boudier-Jarvis
Date: 03/12/2025

For AFT Local 1796:

Donna Ferguson
Date: 3/14/2025