

Stipulation of Agreement

The Board of Trustees of Adelphi University and the Adelphi University Chapter of The American Association of University Professors are currently parties to a collective bargaining agreement effective September 1, 2001 through August 31, 2006. By this Stipulation, those parties hereby jointly and voluntarily agree to amend and extend this contract through August 31, 2009. All provisions of the 2001 through 2006 agreement shall remain in effect with the sole exception of the items contained in this Stipulation as follows:

Article XIII, Section 4(d) - delete all references to the release time credit hours in 2005-06, as such 450 credit hours will be reduced to zero.

Article XIV, change and add the following:

Section 1.

1. Salary increases for all full-time faculty as follows:
 - Effective September 1, 2005 - 5%
 - Effective September 1, 2006 - 5%
 - Effective September 1, 2007 - 5%
 - Effective September 1, 2008 - 5.25%
2. The percentage increases will be determined by calculating the average salary by rank of all continuing faculty members in that rank as of August 31 of each year. All faculty members at each rank will receive the percentage increase designated for that year based on the average salary for their rank.

Section 2.

3. The increase in adjunct rates will be 4% per year.
 - As of September 1, 2005 - normal adjunct \$1,016/senior adjunct \$1,119.
 - As of September 1, 2006 - normal adjunct \$1,057/senior adjunct \$1,164.
 - As of September 1, 2007 - normal adjunct \$1,099/senior adjunct \$1,211.
 - As of September 1, 2008 - normal adjunct \$1,143/senior adjunct \$1,259.
4. Full-time faculty who teach overload will be compensated at the senior adjunct rate for the first overload course that they teach each academic year. Subsequent overload teaching will be compensated at the regular adjunct rate.

Article XIII, change and add the following:

Section 2(d). Workload

Effective in fall 2005 the teaching load shall be 18 credits per year. The library faculty's workload will be reduced by 1.5 hours per week in reference desk hours.

Section 6. Outside Employment and Consulting

Full-time faculty members who wish to teach additional courses in excess of their regular teaching load will first do so at Adelphi. Faculty will only teach at another college or university after having first expressed to the University, through the completion, and submission, of the Faculty Obligation form in the previous semester, that overload is desired AND then having no overload available from the University.

Full-time faculty have the right to accept, in any semester, to teach an additional course(s). Overloads will be taught first at Adelphi provided that the number of overload courses are adequate and/or the course topic & content is in the faculty member's areas of expertise.

This provision does not obligate full-time faculty to accept overload assignments.

If a faculty member chooses to teach at another school because a sufficient number of additional courses are not available at Adelphi, or the course taught at the other school is not offered at Adelphi, or the faculty member was not offered the option of teaching the course at Adelphi, then the faculty member is not in violation of this provision, provided that s/he has previously completed, and submitted, the previous semester's Faculty Obligation form on a timely basis.

The Faculty Obligation form will be revised to include a check-off box for the faculty member to express an interest in overload for the following semester.

Article XIV, add the following new Section 6:

Section 6.

Individual Assessment Adjustments

1. The University may allocate up to \$400,000 annually in a pool to fund additional increases in faculty base salaries and to provide released time for scholarship above the percentage increase designated under salary item 1. The initial application of this discretionary pool begins as of September 2005. Up to \$400,000 per year may be awarded by the University for any of the following reasons:
 - a. Outstanding performance: Outstanding performance refers to performance in the areas of teaching, service and scholarship. Faculty may be rewarded for outstanding performance in any of these areas. The amount of increase in salary for each individual faculty member within the unit shall be determined by the Provost or the Provost's designee on the basis of the annual review of the faculty member and the recommendation of the dean.
 - b. Release time for scholarship: Requests for release time for scholarship are made by faculty members to the Dean or his/her designee. Any release time awarded will be applied against the \$400,000 described in item 1 (above) at the regular overload (adjunct) rate. Release time must be approved by the Dean and the Provost or the Provost's designee.
 - c. Compression: Faculty members whose base salary is below the salary of similarly situated faculty are eligible to be considered for an equity adjustment. The increase must be approved by the Provost or the Provost's designee.
 - d. Market Condition: Adjustments based on market condition will be for those faculty members whose salary is below average based on current market conditions. The increase must be approved by the Provost or the Provost's designee.
2. In making their determinations regarding individual assessment adjustments the various parties (Dean, Provost, Provost's designee) shall consider structural issues such as salary inequities across disciplines and salary compression related to length of service in rank, as well as matters related to professional excellence in the areas of teaching, research or other scholarly activity as is appropriate to the discipline, service within the university, and professional service beyond the university. The relative importance of these areas is understood to vary from one discipline to another and perhaps even from one faculty member to another within a discipline.
3. If recommendations are made by the Deans, they are subject to approval by the Provost. If the Provost makes any adjustment to the Dean's recommendation, the Provost shall inform the Dean of the amount of the adjustment and the reason for the adjustment. A faculty member may appeal the Provost's decision regarding the change to the Dean's recommendation for the individual assessment adjustment. When an appeal is made, a meeting between the faculty member and the Dean shall be held.
4. Each faculty member shall be informed in writing of the amount of increase and/or release time awarded.
5. The Provost shall provide the AAUP with the actual amount of each individual faculty member's adjustment and the category(ies) for which the adjustment was made.

Article XXIII, change as follows:

Effective until August 31, 2009.

The parties agree that the implementation of, and determinations thereunder, for the new Article XIV, Section 6, shall be deemed to be the exercise of academic judgment and are made at the sole discretion of the University.

This Stipulation will become binding upon the parties after it has been formally approved by the appropriate votes of the Board of Trustees of Adelphi University and the membership of the AAUP.

DATE: _____

For Adelphi University

DATE: _____

For the Adelphi University Chapter of The American
Association of University Professors