

MOA 86

Curriculum Transformation for Librarians

In order to promote amicable employer-employee relations, Local 2364, AFT ("the Union") and The College of New Jersey ("the College") hereby agree to implement the transformed system of librarian work consistent with item 12 of MOA 62, "Curriculum Transformation,"

This MOA provides the basis for the transformed system of librarian and is in effect until the system is revised subsequently by the College and the Union.

MOA 62, "Curriculum Transformation", June 22, 2006, restructured the system of faculty work at The College of New Jersey, coincident with a transformed curriculum and pedagogy..

Although this change was implemented for students and faculty in the fall of 2007, librarians were not included at that time, a fact anticipated by item 12 of the MOA:

12. Alternate Assignment for Librarians -

The College and the Union recognize that the principles of the transformed system of faculty work should be applied fairly to librarians. The "automatic" alternate assignment within load for research/scholarship should be extended to librarians, contingent on a comprehensive review and revision of the role of librarians in the transformed system of student and faculty work. The College and the Union agree to establish a corresponding Memorandum of Agreement following an appropriate study and approval process.

Under MOA 62, in recognition of the fact that there is a greater expectation of scholarship or creative activity today than in the past, faculty were "provided with 3 faculty weighted hours (FWH) as part of their 24 FWH academic year workload in support of such activity." This Alternate Assignment Within Load (AAWL) was equivalent to a reduction of 12.5% of their workload.

As stated above, item 12 of MOA 62 recognized that librarians were to be treated equitably following a "comprehensive review and revision of the role of librarians in the transformed system of student and faculty work." Since this requirement has been fulfilled, The College of New Jersey (the College) and The College of New Jersey Federation of Teachers, Local 2364, AFT (the Union) agree to this MOA describing how curriculum transformation will be applied to librarians.

Unlike classroom faculty, full-time librarians work on a 35 hour-per-week, twelve-month contract. Therefore, the following calculation will be applied: A reduction of 12.5% for AAWL is equivalent to 4.375 hours per week during the 52-week calendar year, or a total of 227.5 hours per calendar year. This would amount to approximately 7.1 hours per week if these hours were to be applied only during the 32 week academic year. However, each librarian, in consultation with the Dean of the Library, will determine his or her own schedule for using AAWL time. Since there are no expectations of scholarship on the part of part-time librarians, they will not receive any AAWL

It is recognized that providing AAWL for each librarian can only be accomplished through one or more of the following mechanisms: 1) hiring additional part- or full-time librarians, 2) bringing greater operating efficiencies to current librarian work, and/or 3) reducing services delivered by the library. The precise combination of mechanisms employed to accomplish the

AAWL will be determined by the Dean of the Library, in consultation with the librarians, and lies outside of the scope of this MOA.

The focus of this MOA will be how the workload of librarians will change when the provisions of MOA 62 are applied to them, expectations of librarians and the timeline for implementation of these changes.

The College and the Union specifically agree to the following:

I. Revised Librarian Workload -

Commensurate with the alteration of the workload for faculty, the College and Union agree that librarians will receive an AAWL equal to 12.5% of their normal work week. This is equivalent to 4.375 hrs for each week of the calendar year and is based on the normal 35-hour work week of librarians. In order to accomplish this in a way that is least disruptive to the functioning of the library and delivery of services, the Dean of the Library and will work collectively and individually with the librarians to determine the nature of their work responsibilities under their transformed work schedule.

While it is acknowledged there may be a reduction, diminution, or re-prioritization of library services, at least in the short term, in order to accommodate this realignment of librarian work, the intent of this MOA includes preserving library services to the greatest extent possible.

II. Expectations of Librarians -

Consistent with the language in MOA 62 relating to faculty, librarians are expected to actively pursue a program of scholarship or creative activity, in accordance with disciplinary standards appropriate to the library, leading to publication or competitive peer review. However, because the model is also meant to be flexible and equitable across the stages of an academic career, librarians who choose to contribute to the College in some other manner will specify, in consultation with the dean, an alternative form of service of comparable significance. The alternate activities are beyond the typical service expectations that have been in place and remain in place for all faculty and librarians in the College as specified in the Faculty Handbook and documents relating to promotion and reappointment.

In order for the new system to be flexible, equitable, and transparent, librarians will provide annually an updated C.V. and also indicate their professional activities (scholarship or alternative service) using the "Librarian Professional Activities Form" (LPAF). Alternative forms of service in lieu of sustained scholarly activity shall be specified in consultation with the dean. This information will be used in the ongoing planning and reporting efforts of the College and its academic units. The College and the Union agree that librarians should, on an annual basis, submit to the dean both the updated C.V. and the Librarian Professional Activities Form no later than June 30, with the understanding that any necessary consultation with the dean should normally occur in April and May.

III. Implementation:

The following schedule will be followed in implementing the provisions of this MOA.

1. Two (2) hours of the total 4.375 AAWL hours per week to be granted to librarians will be reassigned for each librarian beginning on January 1, 2010.

2. The remaining 2.375 AAWL hours per week (a total of 4.375 hours per week for the calendar year) will be reassigned either upon the initiation of work by two authorized new hires in the library or September 1, 2010, whichever is earlier. The work of the librarians will not be completely transformed unless and until the full 4.375 per week for AAWL has been allocated. In the meantime, the current system of providing new librarians with one day per week AAWL during the academic year for their first two years of employment will remain in effect until the revised AAWL system for librarians is fully implemented.

This agreement may be reviewed at the request of either the College or the Union.

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For the College

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For TCNJFT, Local 2364, AFT

10/28/09
Date

10/30/09
Date