



MEDICAL SCHOOL, ROWAN UNIVERSITY

MEMORANDUM OF AGREEMENT  
2012-2013

This agreement applies to all AFT unit members employed by Rowan University at the Cooper Medical School of Rowan University (herein call CMSRU). All other provisions of the successor Master Contract between the State of New Jersey and the Council of New Jersey State College Locals, AFT, AFL-CIO will apply to AFT unit members employed by CMSRU. This Appendix applies ONLY to employees of the CMSRU who are Rowan employees in the AFT unit and not to clinical faculty and/or any other employees who are employed by Cooper Hospital and affiliated with the medical college.

I. CMSRU FACULTY

- A. CMSRU faculty will be employed on 12 month contracts that will run from July 1 through June 30. Their work schedules will include both teaching and non-teaching duties and responsibilities over the 12 months in accordance with the medical school curriculum and appropriate LCME standards. It is understood that CMRSU faculty will not follow the normal fall/spring/summer schedule of other RU faculty and the traditional breaks will often not apply to CMSRU faculty.

The teaching load of CMSRU faculty is not based on course hours because of the unique nature of instruction within the medical school. CMSRU faculty will participate directly in the education of students through a variety of structured instructional methods including direct lecture, laboratory instruction, and facilitation of small group learning activities. The mean number of contact hours per week, averaged across the entire academic year, shall not exceed twenty (20) hours. These hours do not include office hours, time spent in preparation for classes, or in grading of assignments, oversight of scholarly research projects, or normal interaction with students.

- B. CMSRU Faculty Salaries

(See Attached)

- C. OVERLOAD

While medical school faculty do not normally engage in "overload" teaching given the unique nature of their work schedule, CMSRU faculty who engage in work that is over and above their normal duties that fall within their 12-month schedule, either at the medical school or on the main RU campus, will be compensated at the appropriate overload rate (Article XII.B.3).

#### D. SUMMER

In-load summer duties and responsibilities are built into the 12 month schedule for CMSRU faculty in accordance with the medical college curriculum and appropriate LCME standards. Any work beyond the normal summer in-load duties and responsibilities, either at the medical school or on the main RU campus, will be compensated at the appropriate summer rate (Article XI.C.6.).

#### E. FACULTY RESPONSIBILITIES

Responsibilities of the CMSRU faculty will reflect the appropriate standards and expectations of the LCME. The Dean of the CMSRU will work with the CMSRU faculty to develop these expectations. Any disputes regarding these standards and expectations will be settled through the normal processes and procedures in place between the University Administration and the Union.

### II. DEPARTMENT CHAIRS/HEADS

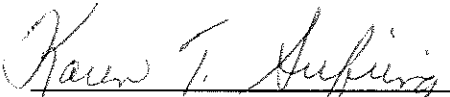
- A. In accordance with LCME standards, CMSRU Department Chairs/Heads who are Rowan University employees will be managerial employees appointed by the Dean of the CMSRU. CMSRU Department Chairs/Heads will serve as the first level supervisors for all CMSRU AFT unit employees at the medical school. CMSRU Department Chairs/Heads will be hired and reappointed in accordance with the procedures in effect for other managerial employees at Rowan University and the CMSRU.

### III. TUITION SCHOLARSHIP PROGRAM FOR DEPENDENTS/SPOUSES/DOMESTIC PARTNERS; TUITION WAIVERS

- A. The Tuition Scholarship program currently in place at Rowan University will not apply to taking courses at the CMSRU. Likewise the tuition waiver program for Rowan University employees will not apply to the taking courses at the CMSRU. Children, spouses and domestic partners of CMSRU employees who are employed by Rowan University will be eligible for tuition scholarship program for courses taken at Rowan University in accordance with Letter of Agreement XVI. Likewise, CMSRU employees employed by Rowan University will be eligible for tuition waivers for taking courses at Rowan University and for reimbursement for taking courses off campus in accordance with Article XXVIII and Appendix IV (IF these programs continue in the successor agreement).

IV. Both the Administration and the Rowan AFT Local 2373 agree to re-visit this Appendix at the conclusion of academic year 2011-2012.

  
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Robert Zazzali  
University Negotiator

  
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Karen T. Siefring  
President, Local 2373, AFT

Proposed salary ranges for CMSRU Basic Science

		RU Tables				AAMC			
		2008	high end	2008	high end	2008	high end	2008	low end
		Median	science	Median	Biomed	Median	informatics	Median	Physiology
Assistant	\$ 58,018	\$ 84,000	disciplines	\$ 120,000	\$ 128,000	\$ 107,000	\$ 67,000		
Associate	\$ 85,728	\$ 120,896	science	\$ 161,517	\$ 161,000	\$ 149,000	\$ 102,000		
Full	\$ 132,994	\$ 178,188	All basic	\$ 183,000	n/a	\$ 206,000	\$ 157,000		

Annual Salaries - Fall 2010 - Spring 2011 - 3.5% increase

RANGE	INCREMENT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
12	1,611.80	32,308.94	33,920.74	35,532.54	37,144.34	38,756.14	40,367.94	41,979.74	43,591.54	45,203.34	46,815.14	48,426.94	50,038.74
13	1,695.82	33,920.74	35,616.57	37,312.39	39,008.21	40,704.04	42,399.86	44,095.68	45,791.51	47,487.33	49,183.15	50,878.98	52,574.80
14	1,779.86	35,616.57	37,396.43	39,176.29	40,956.15	42,736.01	44,515.87	46,295.72	48,075.58	49,855.44	51,635.30	53,415.16	55,195.02
15	1,867.75	37,396.43	39,264.18	41,131.93	42,999.69	44,867.44	46,735.20	48,602.95	50,470.70	52,338.46	54,206.21	56,073.96	57,941.72
16	1,963.86	39,264.18	41,228.04	43,191.90	45,155.76	47,119.62	49,083.48	51,047.34	53,011.20	54,975.06	56,938.92	58,902.78	60,866.65
17	2,063.79	41,228.04	43,291.83	45,355.62	47,419.40	49,483.19	51,546.98	53,610.76	55,674.55	57,738.34	59,802.12	61,865.91	63,929.70
18	2,163.76	43,291.83	45,455.59	47,619.36	49,783.12	51,946.89	54,110.65	56,274.42	58,438.18	60,601.94	62,765.71	64,929.47	67,093.24
19	2,272.03	45,455.59	47,727.62	49,999.65	52,271.69	54,543.72	56,815.75	59,087.78	61,359.81	63,631.84	65,903.87	68,175.90	70,447.93
20	2,387.50	47,727.62	50,115.13	52,502.63	54,890.14	57,277.64	59,665.15	62,052.65	64,440.15	66,827.66	69,215.16	71,602.67	73,990.17
21	2,507.79	50,115.13	52,622.92	55,130.71	57,638.50	60,146.29	62,654.08	65,161.87	67,669.66	70,177.45	72,685.24	75,193.03	77,700.82
22	2,631.74	52,622.92	55,254.66	57,886.41	60,518.15	63,149.89	65,781.64	68,413.38	71,045.12	73,676.87	76,308.61	78,940.36	81,572.10
23	2,763.76	55,254.66	58,018.42	60,782.18	63,545.93	66,309.69	69,073.45	71,837.20	74,600.96	77,364.72	80,128.47	82,892.23	85,665.99
24	2,899.70	58,018.42	60,918.12	63,817.83	66,717.53	69,617.24	72,516.94	75,416.65	78,316.35	81,216.05	84,115.76	87,015.46	89,915.17
25	3,047.71	60,918.12	63,965.83	67,013.54	70,061.25	73,108.96	76,156.67	79,204.38	82,252.09	85,299.80	88,347.51	91,395.22	94,442.93
26	3,199.69	63,965.83	67,165.52	70,385.21	73,564.90	76,764.58	79,964.27	83,163.96	86,363.65	89,563.34	92,763.02	95,962.71	99,162.40
27	3,359.69	67,165.52	70,525.21	73,884.90	77,244.58	80,604.27	83,963.96	87,323.65	90,683.33	94,043.02	97,402.71	100,762.40	104,122.08
28	3,527.68	70,525.21	74,052.89	77,580.58	81,108.26	84,635.94	88,163.63	91,691.31	95,218.99	98,746.68	102,274.36	105,802.04	109,329.73
29	3,703.59	74,052.89	77,756.48	81,460.06	85,163.65	88,867.24	92,570.82	96,274.41	99,978.00	103,681.58	107,385.17	111,088.75	114,792.34
30	3,887.68	81,464.15	85,727.15	89,811.34	93,899.94	97,978.53	102,062.13	106,145.72	110,229.32	114,312.91	118,396.51	122,480.10	126,563.70
31	4,083.59	85,727.15	90,015.36	94,302.97	98,590.58	102,878.19	107,165.81	111,453.42	115,741.03	120,028.64	124,316.25	128,603.87	132,891.48
32	4,287.61	90,015.36	94,514.91	99,014.46	103,514.01	108,013.55	112,513.10	117,012.65	121,512.20	126,011.75	130,511.30	135,010.84	139,510.39
33	4,499.55	94,514.91	99,242.44	103,969.97	108,697.49	113,425.02	118,152.55	122,880.08	127,607.61	132,335.13	137,062.66	141,790.19	146,517.72
34	4,727.53	99,242.44	104,204.58	109,166.72	114,128.86	119,091.00	124,053.15	129,015.29	133,977.43	138,939.57	143,901.71	148,863.85	153,825.99
35	4,962.14	104,204.58	109,256.35	114,365.08	119,535.31	124,705.54	129,875.77	135,045.99	140,216.22	145,386.45	150,556.68	155,726.91	160,897.14
36	5,210.25	109,256.35	114,885.59	120,325.38	125,895.61	131,465.84	137,036.07	142,606.30	148,176.53	153,746.76	159,316.99	164,887.22	170,457.45
37	5,474.30	114,885.59	120,629.89	126,374.19	132,118.49	137,862.79	143,607.08	149,351.38	155,095.68	160,839.98	166,584.28	172,328.58	178,072.88
38	5,744.30	120,629.89	126,661.40	132,692.92	138,724.43	144,755.94	150,787.46	156,818.97	162,850.49	168,882.00	174,913.51	180,945.03	186,976.54
39	6,031.51	126,661.40	132,994.49	139,327.58	145,660.67	151,993.76	158,326.85	164,659.94	170,993.03	177,326.12	183,659.21	189,992.30	196,325.39
40	6,333.09	132,994.49	139,644.24	146,293.98	152,943.72	159,593.47	166,243.21	172,892.96	179,542.70	186,192.45	192,842.19	199,491.93	206,141.68
41	6,649.74	139,644.24	146,626.47	153,608.70	160,590.93	167,573.16	174,555.39	181,537.63	188,519.86	195,502.09	202,484.32	209,466.55	216,448.78
42	6,982.23	146,626.47	153,920.74	161,312.39	168,704.04	176,095.68	183,487.33	190,878.98	198,270.63	205,662.28	213,053.93	220,445.58	227,837.23

43	7,331.34	146,626.47	153,957.81	161,289.15	168,620.50	175,951.84	183,283.18	190,614.53	197,945.87	205,277.21	212,608.56	219,939.90	227,271.24
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RU Tables

Low      Average      High

Assist }  
Assist } \$ 58,018 \$ 83,318 \$ 114,792  
Assist }

Assoc }  
Assoc } \$ 85,728 \$ 120,896 \$ 161,517  
Assoc }

Full }  
Full } \$ 132,994 \$ 178,188 \$ 227,271

