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## **Memorandum of Understanding:**

### **Bargaining Unit Compensation for Short-Term Study Tours**

Rider University and the Rider University Chapter of the AAUP agree as follows:

1. Each member of the bargaining unit, who is a faculty member of record for a short-term study tour --- whether domestic or foreign --- which is conducted for credit shall be compensated at the applicable adjunct/overload rate at his/her rank minimum.
2. The ratio of students to faculty on such a short-term study tour shall be no more than 20:1. The relevant dean and the proposer will mutually agree on the minimum student enrollment that is sufficient to fund the cost of the trip. The dean also is authorized to set the student:faculty ratio at less than 20:1, when in the dean's judgment, the risks involved in the proposed study tour justify a lower ratio.
3. While typically the third-party provider covers the bargaining unit member's expenses, ultimately all expenses related to pedagogical activities of the study tour, including the bargaining unit member's transportation, room and board expenses are ultimately the responsibility of Rider University, once the relevant dean has reviewed and approved the minimum course number.
4. Rider University likewise is responsible for medical, evacuation and repatriation insurance for the bargaining unit member who is the faculty member of record.
5. When a study tour includes both undergraduate and graduate students, the faculty member of record may be compensated for the graduate students in accord with Article XXVII(J), paragraph four, of the 2007-2011 collective bargaining agreement (Agreement), or a second bargaining unit member may accompany the tour as the faculty member of record for the graduate students, in which case that individual will be compensated on a "count-to-nine" basis up to the rank minimum adjunct/overload payment. In no event shall the student:faculty ratio for either faculty member exceed 1:20.
6. Bargaining unit members who voluntarily provide guest lectures prior to or following a short-term study tour and bargaining unit members who accompany a short-term study tour at their own expense and for their own edification shall have no duties or responsibilities with regard to the study tour, nor shall they be compensated.

7. Article XXV of the Agreement applies to bargaining unit members serving as faculty members of record on short-term study tours.
8. In situations where the above policy does not fit the circumstances of a proposed travel project, the AAUP and the University will meet and discuss the problem and attempt to reach agreement on how to vary the terms of the policy in order to meet the particular circumstances of that particular project.

FOR RIDER UNIVERSITY:

  
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DATED: December 1, 2009

FOR THE AAUP:

  
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