

2018 Bargaining Priorities

Equity

Job Security

Academic Freedom

Gender & Race Equity

Affordable Healthcare & Education



EquitySecurityDignity.org

What We're Fighting For

Job Security

1. Reduce the growth of contingent positions by increasing the number of Tenured and Tenure-Track (TT) faculty; increasing the number of Teaching Assistant (TA) and Graduate Assistant (GA) positions; and, expanding tenure by creating a teaching-intensive tenure track for NTT faculty
2. Create a path to longer term appointments and evaluation for Non-Tenure Track (NTT) faculty and Part Time Lecturers (PTLs)
3. Establish 5-year graduate employee (TA/GA/fellow) contracts
4. Establish bridge funds for principal investigators in support of grant-funded GAs, post-docs, and research faculty
5. Resist the corporatization of the university by placing power back in the hands of faculty over our conditions of work (such as work load policies, tenure and promotion policies, and student complaints processes)
6. Renew and expand the phased retirement plan

Equity

1. Fight for pay equity across all three Rutgers campuses (Newark, Camden and New Brunswick)
2. Gain automatic yearly cost-of-living raises every year, plus merit/FCP raises
3. Address salary compression so that long-term faculty don't lag behind newer faculty
4. Win equal pay for equal work for part-time lecturers (PTLs); this involves a fractional salary structure with the minimum payment for a course set at \$7250
5. Establish disability/sick leave separate from family leave and have it cover all faculty
6. Change the sabbatical program to include one semester of leave at 100% pay after six semesters of accumulated service or one year at 100% after 12 semesters of accumulated service for all faculty
7. Establish a PhD-level Educational Opportunity Fund

Gender & Race Equity

1. Push for the hiring of African American, Latino, Native American and Asian faculty in proportion to the percentage of these groups in NJ
2. Create faculty leadership bodies at Camden, Newark and New Brunswick to oversee this process of hiring and retention
3. Strive for salary equity corrections and create a path for women and faculty of color to seek wage parity with whites and males
4. Make the path to full professorship for associate professors more transparent to correct the gender imbalance (only 30% of full professors are female, and only 20% of Distinguished professors are female)
5. Make Rutgers more family friendly through the construction of lactation rooms as well as one semester family leave for all new faculty parents, regardless of gender (plus six weeks recuperative leave for birth mothers) without closed-rank provisions

Academic Freedom

1. Guarantee academic freedom in the classroom—both the physical classroom and online classes
2. Defend academic freedom in social media and online communication
3. Ensure freedom to communicate via email and other focused online portals without surveillance/monitoring
4. Extend academic freedom protection to PTLs and NTTs
5. Broaden faculty governance with particular attention to the curriculum

Affordable Healthcare & Education

1. Get significant reduction in healthcare contributions for all faculty
2. Win affordable and quality healthcare for all graduate workers
3. Freeze tuition for undergrads, zero tuition for Ph.D. students, and expand state funding of the Educational Opportunity Fund programs to increase student access, diversity and success
4. Establish healthcare for all part-time employees, including PTLs

Rutgers Has the Money!

Rutgers is #1—in management bloat. Our Big Ten peers pay a median of 8% of total salaries to top administrators, while Rutgers pays a whopping 12%

Number of Rutgers administrators with annual salaries exceeding \$250,000	247
Number of Rutgers administrators with annual salaries exceeding \$500,000	38
Increase in aggregate management salaries between 2014 & 2016	12.4%
Rutgers' total budget	\$4 billion
Percent of budget spent on wages for 2,100 Part-Time Lecturers	0.8%
Percent of classes taught by Part-Time Lecturers	30%+
Rutgers unrestricted reserves	\$743 million
Athletics spending, 2016 -17 season	\$99.2 million
Percent of athletics subsidy from academic mission + fees, twice as large than any Big Ten school	34%



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