

# Rutgers AAUP - AFT

## Our Proposal



## Barchi's Response

### E Q U I T Y

Equal Pay for Equal Work for PTL/Adjunct faculty and full time female faculty



No

Address salary compression for longtime faculty



No, status quo

Bring Newark and Camden faculty pay to at least 91% of New Brunswick pay



No

Centrally-funded Paul Robeson Faculty Hiring Initiative and Graduate Fellowship Program to diversify the faculty and graduate programs



\$0 for diversity hiring. Just a committee to look into these issues and make recommendations to management.

### E D U C A T I O N

Improve the student/faculty ratio by hiring more full time faculty



No

More TA/GA positions to improve graduate and undergraduate education



No

\$15 minimum wage for student workers



No

### S E C U R I T Y

5-year graduate packages, funded by central administration



No

Teaching tenure for NTT faculty



No tenure, but longer, more secure contracts

NTT-specific grievance procedure



Yes

10-year rule for associate to full professor promotion that values teaching and service in addition to research



Almost

Salary increases ahead of inflation



No

Family and research-friendly work schedule (Faculty control of Infosilem)



No

# RUTGERS HAS THE MONEY

## Rutgers' Financial Resources

Liquid unrestricted reserves (2017) → \$783 million

Mean net annual increase in liquid unrestricted reserves (2013-2017) → \$40 million

Mean annual surplus/profit in operating budget (2014-2016) → \$50 million

Payments to ECG Management Consultants and Huron Consulting (2017) → \$10 million

Payments to Deloitte to fix Cornerstone/Oracle Financials (2015-2017) → \$12 million

Payments to managers of hedge funds and private equity (2017) → \$7.6 million

Transfer of mandatory student fees to Athletics Department (2018) → \$12 million

Money spent on coaches and administrators "golden parachutes" (2010-2018) → \$11.5 million

Athletics subsidies during the Barchi era (2012 on) → \$193 million

**WE SAY NO TO THE CORPORATE UNIVERSITY**

*Join the fight to make Rutgers the best public university in the country*



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