



Robert L. Barchi, President

March 6, 2017

Mr. Kenneth Swalagin
University Senate
Rutgers, The State University of New Jersey
ASB III, Suite 110
Cook/Douglass Campus

Dear Mr. Swalagin:

I am writing in response to the University Senate's April 2016 report and recommendations on Charge S-1409, Greater Integration of Contingent Faculty in the Rutgers Community. I thank the members of the Senate's Faculty and Personnel Affairs Committee (FPAC) for their work on this important issue. I agree with the Senate that our contingent faculty make important contributions to the teaching mission of the University and that we rely on them to deliver high quality instruction to our students.

As you know, several of the proposals in the Senate resolution are matters over which we are required to negotiate with the AAUP-AFT, which represents both PTLs and non-tenure-track faculty. I am happy to see that many of the items the FPAC has recommended have already been included in the most recently negotiated agreements between Rutgers and these groups. It is important to note that PTLs have a separate agreement with the University, and that the non-tenure track faculty are covered under the agreement that also includes the tenured and tenure-track faculty, as well as our teaching and graduate assistants. In addition, Rutgers Biomedical and Health Sciences has its own negotiated agreement with its contingent faculty.

To expand communications to the PTLs, by copy of this letter I am asking Senior Vice President Vivian Fernandez to look into creating a dedicated page on the University Human Resources website that provides information on the resources available for PTLs.

The University has increased the support of the annual Professional Development Fund to \$60,000 to assist PTLs in expanding their capabilities and pedagogical expertise.

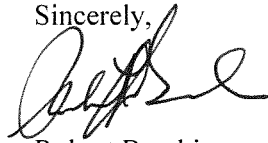
It is my understanding that some departments at the University have given contingent faculty certain voting rights, office space, involvement in department and school conferences and teaching workshops, and eligibility for teaching awards. As I'm sure you understand, these decisions are the prerogative of the faculty in those

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departments. With respect to career ladders, the NTT faculty agreement contains procedures for evaluating NTT faculty for promotion to higher NTT ranks. Any proposal for a career ladder for PTLs would require negotiations between the University and the PTL association.

Rutgers is indebted to the members of the University Senate Faculty and Personnel Affairs Committee for the useful information and thoughtful recommendations they have provided to assist the University.

Sincerely,



Robert Barchi

- c: Barbara A. Lee, Senior Vice President for Academic Affairs
Richard L. Edwards, Chancellor, Rutgers University–New Brunswick
Brian L. Strom, Chancellor, Rutgers Biomedical and Health Sciences
Nancy Cantor, Chancellor, Rutgers University–Newark
Phoebe A. Haddon, Chancellor, Rutgers University–Camden
Vivian Fernandez, Senior Vice President for Human Resources and
Organizational Effectiveness
Karen R. Stubaus, Vice President for Academic Affairs and Administration