



Robert L. Barchi, President

September 11, 2017

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

Dear Mr. Swalagin:

Ken

I am writing in response to the University Senate's December 2015 report and recommendations on Charge S-1512, Staff Promotion and Salary Adjustment Policy. I am grateful to the members of the University Senate Faculty and Personnel Affairs Committee for the thoughtful recommendations they have provided to assist the University.

Our staff members perform an extraordinary service and are critical to the University's academic and operational success. I agree that our employees should not be put at a disadvantage in being offered opportunities for promotion. By copy of this letter I am directing Senior Vice President Vivian Fernandez and her staff at University Human Resources to review all university policies related to non-aligned employees, and to make recommendations for any policy changes which may be appropriate in order to reflect uniformity, alignment, and equity across all employee groups.

Sincerely,

RLB

Robert Barchi

c: Vivian Fernandez, Senior Vice President for Human Resources and Organizational Effectiveness
Barbara A. Lee, Senior Vice President for Academic Affairs