

Rutgers University Senate
Resolution on Salary and Tuition
Proposed by the Faculty Caucus
Reviewed and Advanced by the Senate Executive Committee
Adopted by the University Senate December 2014

Background:

The Rutgers administration imposed a salary freeze on the legacy Rutgers faculty and staff; allowed and has not taken into account major increases in health insurance premiums paid by faculty and staff, and has given no economic recognition to faculty merit in over four years.

The Rutgers administration has failed to recognize that the legacy UMDNJ faculty has not received across the board or merit based salary increases in six years while the UMDNJ administration granted itself a four percent increase including two percent granted on the last day prior to the merger with Rutgers (June 30, 2013).

The legacy UMDNJ faculty have experienced major increases in health insurance premiums paid by the faculty and have had the University's contributions to their retirement program capped.

The Rutgers administration has failed to extend to the legacy UMDNJ faculty the same tuition remission benefits it offers to the legacy Rutgers faculty.

The Rutgers administration has put on the table a proposal to the legacy UMDNJ faculty that provides for no across-the-board increases, and eliminates the protections of multi-year contracts currently afforded to non-tenure-track faculty.

The administration has proposed very minimal salary improvements for full-time faculty and for staff—proposals that amount to a pay cut when inflation and further increases in health benefits cost-sharing are considered.

These low percentage increases are especially unjust for contingent faculty, who provide the majority of undergraduate instruction and are generally very poorly paid.

Rutgers has \$700 million in unrestricted funds in reserves, some of which can certainly be used to provide a level of compensation for faculty and staff consistent with the lofty goals expressed in the Strategic Plan of building a great faculty and a great University.

Notwithstanding administration claims to the contrary, Rutgers faculty and staff are among the very lowest paid in the Big Ten, when relative cost of living is taken into consideration.

The Rutgers administration does not stint on its own compensation, having at least 78 members who earn over \$250,000 per year with a mean salary of \$330,000, well above the levels at comparable Universities.

The Rutgers administration seeks to limit the voices of students in shared governance, but seeks to justify its recalcitrance toward faculty and staff salary improvements on the basis of a false argument that salary increases mean tuition increases.

Resolution:

Be it resolved that the Rutgers University Senate calls on the administration to enter into serious negotiations with all faculty and staff unions about economic compensation, with particular attention to redressing the salary inequities and injustices among the lower paid groups of faculty and staff and the issues of gender equity and salary compression; and

Be it further resolved that we most strongly urge the University not to burden students with additional increases in tuition and fees in order to meet these eminently reasonable economic needs of faculty and staff.

Background and Reference Documents:

[Update on Rutgers Financial Situation](#)

[Financial Analysis of Rutgers and UMDNJ](#)

[Rutgers AAUP-AFT Contract Update: Management's Economic Proposal](#)

[Chronicle of Higher Education article "Administrator Hiring Drove 28% Boom in Higher-Ed Work Force, Report Says"](#)

[2014 Top 25 Rutgers/UMDNJ Salaries](#)