



University Senate
Faculty and Personnel Affairs Committee (FPAC)

Response to Charge S-1203 Separation of Rutgers-Camden from Rutgers University

A. Charge to FPAC

S-1203 Separation of Rutgers-Camden from Rutgers University: Examine the short- and long-term ramifications of the proposed separation of Rutgers-Camden from Rutgers, The State University of New Jersey, as they relate to, and from the perspectives of, past, present, and prospective faculty and staff. Respond to Senate Executive Committee by April 2012.

B. Procedure

The report crystallized discussions conducted in two meetings of the FPAC (February and March 2012) and was circulated to the membership by e-mail for comment and ratification.

C. Discussion and Recommendations

The FPAC wants to make clear from the outset that this report does not in any way or form condone, or even anticipate, a Rowan takeover of Rutgers-Camden. The committee simply identified additional issues that shed light on previously unacknowledged flaws of the proposal.

Several of the issues stem from the fact that all faculty and staff at the State Colleges are State employees, while not so for Rutgers.

The report by the Rowan *ad hoc* faculty committee “*Rowan University in Support of Higher Education Reorganization for Southern New Jersey*” anticipates that a merger of the Rutgers Camden campus with Rowan University would result in organizational restructuring in order to effectively integrate academic programs and streamline administrative functions. We are concerned that such realignment and streamlining of functions might place Rutgers employees at a great disadvantage. For Rutgers employees the issues are those of job security, career progression, and compensation:

Faculty

There may be redundancy of academic programs and/or different disciplinary focuses.

- 1) How would decisions related to retention and promotion of faculty be determined?
- 2) What would happen with tenured Rutgers faculty?
- 3) Would progress toward tenure transfer for tenure-track faculty?
- 4) If there were changes in disciplinary focus, or based on program redundancies, what opportunities, support, and time would be afforded to faculty to retool their skill sets?

Staff

All Staff at the State Colleges are State employees. As such, employees under "classified service"¹ have employment protections (i.e. permanent appointments), seniority rights, and "bumping" privileges in case of layoffs based on union agreements and State regulations and legislation that do not exist for most Rutgers employees (AFSCME represented employees do have seniority and bumping contractual provisions for employment within Rutgers). In addition, AFT-represented professional employees at the State Colleges receive yearly contracts upon hire, and multi-year contracts based on years of service; these contracts have notice provisions. There are no such contracts for Rutgers employees.

- 1) How would decisions related to staff retention be made? Would years of Rutgers service be considered?
- 2) Where existing contractual provisions recognize seniority and bumping rights, how would those be administered given existing Rowan employee rights?
- 3) Some of Rutgers' non-aligned job functions may have aligned counterparts at Rowan University. How would these employees be impacted?

Benefits/General

- 1) Certain Rutgers TAs and GAs are eligible to participate in the State Health Benefits Program. This benefit does not exist at the State Colleges. Would this continue?
- 2) Educational benefits are currently available to Rutgers employees and dependent children. What would happen to employees and dependent children in the middle of a degree program?
- 3) What policies would apply to aligned and non-aligned Rutgers employees?
- 4) Would Rutgers employees immediately become employees of the State of New Jersey? If so, what are the ramifications of the change in status?

Additional flaws of the Barer Committee report have emerged in terms of actual implementation of the proposal and these have been noted by the interested party, namely Rowan University. A recurrent theme in the report submitted to the governor "*Rowan University in Support of Higher Education Reorganization for Southern New Jersey*" is that reorganization must proceed "*with the full collaboration of Rutgers University*" meaning Rutgers New Brunswick. It is unclear why Rutgers would be willing to provide such collaboration "*for a minimum of 14 months.*"

The Rowan-commissioned report by the Learning Alliance for Higher Education provides interesting insights as well. They state: "*First, we believe a significant portion of the faculty and staff at Rutgers-Camden will express their unhappiness with what the Advisory Committee has recommended.*" As a response, the consultants recommended a communications strategy that should "*spend as little time as possible explaining how and why the protests have missed the point.*"

They continue to say that "*The process of accrediting the New Rowan University undergraduate*

¹ "Classified" employees fall under Title 4A of the New Jersey State Administrative Code (NJSAC) and include the types of positions that would be represented by negotiating units such as AFSCME and URA at Rutgers.

programs at the current Rutgers-Camden location will be substantially slowed—even put on hold—pending the outcome of possible legal challenges.”

Furthermore, we were not aware that there are faculty governance issues at Rowan. The report states that *“a lingering issue regarding the power of the Board of Trustees and the role of the faculty in the governance of the institution,”* should be addressed *“to preclude the faculty’s discontent...in the enacting of the organizational and curricular changes the New Rowan University will require.”*

In conclusion: The proposal is flawed because, among its other previously acknowledged faults it does not address the following issues:

Job security, tenure, seniority, varying union agreements, and general benefits, such as family medical leave, the ramifications of legal challenges etc.

The FPAC notes that, if the Barer Committee recommendations were to be implemented, in cases of duplication or redundancy Rutgers employees would have greater exposure than Rowan employees. In other words, there are contractual, legislative, and regulatory employment protections which exist for certain Rowan employees, but do not for Rutgers employees.

The FPAC wishes to re-iterate the resolution of the University Senate of January 27th, 2012 that states:

Rutgers-Camden is an essential part of Rutgers, The State University of New Jersey, and of the Rutgers University Senate, and must remain so. Therefore, the Rutgers University Senate is strongly against any action which would remove Rutgers-Camden from Rutgers, The State University of New Jersey. We support the consortium model for strengthening higher education in South Jersey, which allows both Rutgers-Camden and Rowan University to retain their unique identities and cultures.

D. RESOLUTION

In Support of Faculty and Personnel Affairs Committee Report and Recommendations:

Whereas, the University Senate’s Faculty and Personnel Affairs Committee has examined and reported on the proposed separation of Rutgers-Camden from Rutgers, the State University of New Jersey; and

Whereas, the University Senate has reviewed the Faculty and Personnel Affairs Committee’s report, and finding it to be sound and in the best interests of Rutgers University;

Therefore, Be It Resolved, that the Rutgers University Senate endorses the Report on charge S-1203 Separation of Rutgers-Camden from Rutgers University.

Faculty and Personnel Affairs Committee members:

Gould, Ann, SEBS (F), Co-Chair - *Executive Committee Liaison*

Panayotatos, Paul, GS-NB (F), Co-Chair - *Executive Committee Liaison*

Alizadeh, Farid, RBS:UNB (F)

Bagchi, Prosenjit, Engineering (F)

Boylan, Edward, FAS-N (F)
Creese, Ian, Other Units-N (F)
Fernandez, Vivian, Vice President for Faculty and Staff Resources (*Non-Senator*)
Goldstein, Daniel, GS-NB (F)
Gurfinkiel, Israel, FAS-C (F)
Harris, John, SAS-NB (F)
Hetling, Andrea, EJBSPPP (F)
Hock, Karlo, PTL-NB (F)
Isenburg, Steven, PTL-C (F)
Janes, Harry, SEBS (F)
Leibman, Ray, PTL-N (F)
Midlarsky, Manus, SAS-NB (F)
Mojaddedi, Jawid, SAS-NB (F)
Niederman, Robert, SAS-NB (F)
Robinson, Joanne, SON-Camden Acting Dean (A)
Schurman, Susan, SMLR Acting Dean (A) - *Administrative Liaison*
Simmons, Peter, Law-N (F)
Suplee, Patricia, FAS-C (F)
Thompson, Karen, PTL-NB (F)
Toney-Boss, Permelia, Newark Staff
Wagner, Mary, Pharmacy (F)