

Extra Material from incoming EC members and Bob B.'s thoughts all for our discussion...

Bob Boikess:

Outline of Topics To Be Addressed

Administration Responses to Challenges

I Financial, Starting 4/2

- A. Nonreappointment of lowest paid faculty and new faculty
- B. Token and deceptive cuts in administrators' salaries
- C. Reliance on RCM to shift much of the onus of cost cutting away from Central.
- D. Protection of unrestricted reserves
- E. Deceptive, opaque accounting, overstating deficit, not including savings in calculations
- F. Research Accounts. Units have the authority and are using it to freeze spending or even to close such accounts. No overall policy

II Concern for the Welfare of the Academic Community

- A. No programs or actions to address the problems created by the pandemic for members of the academic community.
- B. Health Insecurity; No Insurance for PTLs, No Help in place for health and family Crises for other employees
- C. Food Insecurity; No programs or actions in place.
- D. Employment Insecurity; Exacerbated by HR declarations; Not addressed in any systematic way
- E. Educational Insecurity; Undergrad Students Largely Ignored
- F. Graduate Student Progress toward Degrees, largely ignored. No promises either about funding extensions or hardship funds.

- G. International students' Special Needs, largely ignored
- H. No plans have been articulated for protecting members of the community, in particular staff, as well as anyone in a high risk group as we transition back to on campus activities

III Provision of Health Care

- A. Inadequate Provision of PPE
- B. Launching an All Out War Against the Union
- C. Assignment of Unsuitable Duties to Faculty in High Risk Groups. No Guidance on Protection of These Faculty
- D. Use of Crisis to Implement Otherwise Unacceptable Changes in Personnel Policy and Organization, including potential dismissal of tenured faculty. Dean says "...maybe Covid has a blessing in it and will allow us to restructure the way that we are much more efficient, much more productive..."
- E. No Compensation Adjustments in response to issues created by Covid. Most serious at NJMS.

Damage to Core Missions

I Teaching

- A. PTLs
- B. TT Hiring Freeze
- C. No Faculty Personnel Adjustments for Remote Instruction
- D. No Actions to Strengthen IT support, notwithstanding increased burdens due to online instruction.
- E. No Actions evident to enhance on line access to materials.
- F. Teaching Load Increase for TT in the context of a very high student to TT ratio.
- G. No actions with respect to extra charges to students for online course

II Research

- A. Increased Teaching Loads Equal Less Research
- B. Less Research Equals Lower Reputation and Lower External Funding
- C. No Help for Grad Students, who play an essential role in research
- D. Restrictions on Research Spending
- E. No New Hiring of Highly Research Active TT Faculty

III Service

- A. Increased Teaching Loads Equal Less Service
- B. Lower Research Reputation Equals Fewer Opportunities to Serve the Profession
- C. Reduced Graduate Student Support Increases Direct Time Commitment to Research and Less time for Service
- D. Lower Morale Due to Administration Response Will Be Disincentive for Service to the University.

Bottom Line: Administration must do more than just try to save money without regard for the consequences.

Tom Struble:

In brief my thoughts, and thank you for asking,

1. Acknowledgment that there may be a lot of hesitation particularly among staff and faculty to return. The students, especially Freshman are looking for the college experience and the faculty have been doing that for years !
2. Discussion around what does the Fall Term Calendar look like ? Start early and end at Thanksgiving break for in-person instruction ?

3. Perhaps a Class Year, Sophomores (?) stay home and take courses online as they have this spring ? This would lower the on-campus population and create some space in classrooms, dining halls and housing, buses, etc.
4. Classes offered in a mix mode, online and in person.
5. Masks available and required on campus, classrooms, housing and dining halls, etc.
6. Virus and antibody tests readily available. Are the current Health Centers up to the task of taking care of folks who do become infected ? At some point last year there was discussion but closing them/limiting their role.
7. General density of student housing, 1 student per room ?
8. How do we best protect the student population that lives off campus and in Greek houses ? Increased role of the Off-Campus Housing Office ?
9. I cannot even imagine how student organizations will operate successfully.
10. In particular, how does MGSA performance and ensemble students do their work ?

Russ Crews

1) Financial Transparency - As the University alleges its fiscal shortfall if members of the EC could request the details of their current budget, including savings and the positive financial impact of the Rutgers saliva test.

2) Employee Safety - As the University starts crafting plans for a gradual return to work. What precautions will the University be taking to protect staff? Do they include staggered scheduling, rotating schedule, reduced scheduling, plans to minimize density? The reduction or elimination of the use of common devices, increased cleaning protocols, and, most importantly, providing PPE for all, including but not limited to masks, gloves, and hand sanitizer? Also, will there be a clear and concise policy on social distancing once the staff returns to work?

3) Rutgers Veterans - As you know, Rutgers University consists of many veteran employees from the various branches of the military. As a veteran myself, I ask, would it be possible for a list to be comprised of all veterans and active members of the military, whether it be students, staff, professors, or administrators? It would be helpful if this list could be submitted to Ann Treadway at the Office of Veteran and Military Programs and Services.

4) Vacation Benefits - Can the EC. Look into the extension of vacation time carryover for the future in the case of another pandemic or catastrophic event?

Adrienne Simonds:

It sounds like your meeting is this Thursday. I'll draft a few comments that you're welcome to include/share if you decide to...right off the bat, my concerns moving forward in this time at Rutgers mainly involve online learning vs. remote learning, layoffs and furloughs, no RBHS contract in 3 years while our clinician faculty are on the front lines of COVID right now jeopardizing their health and their families' health with inadequate PPE, etc. I'd like to draft a few bullet points around main themes for you, if that would be appropriate.

As teaching faculty we need resources to teach online/remote. Delivering content via Zoom or WebEx is not the same, comparable, or fair to anyone moving forward. We need training, webinars University and discipline-wide, and incentives for getting the job done. We shouldn't be made to "go and find" resources. There needs to be an office for this initiative, either within Faculty Development or Academic Affairs. Otherwise students miss out on quality education that they have paid for and continue to expect. We need to be strategic and pool what we do well in our teaching and provide faculty a model to work their way up the online/remote teaching ladder to deliver the best product we can.

As faculty we need reassurances from Administration that any strategic decisions to merge resources to teach "under budget" and remote in this crazy time...will be honored as such. In other words, we hope that the powers that be don't "like" our COVID education plan better than brick and mortar teaching, and in the future, expect us to teach more with less and ... with less compensation. Some Deans, Chairs and Unit Leaders have been reticent to make tough, strategic and collaborative decisions to build and deliver a better product to students (and make resources immediately available to faculty) out of fear that Administration will not restore expenditures and processes that were in place pre-COVID. This keeps all trapped in a state of lack, instead of embracing all the resources that are unchanged- the people that make up this University, their skill sets, and our shared passion for greatness.

RBHS has been without a contract going on 3 years. It's stressful, especially in light of COVID, homeschooling children, no child care in sight, no vaccine in sight, layoffs and furloughs, etc. There is a huge mismatch between the PR messages about "RBHS healthcare heroes" and

failure of central administration to make a deal. Our Union is protecting all faculty - not just researchers with extramural funding, but teachers and clinicians who also do research.

Laura Willett

I think the big issue is mostly the financial one. Looking at data from publically-available compensation reports and also data presented by the union (so consider the source, but it looked like from reasonable and publically available info), I had a few thoughts.

First, one would hope that anyone could get by on \$500,000 a year, and Rutgers could save many millions of dollars by encouraging people who make more than that have a temporary pay cut to \$500,00 for one year. At least as seen on NJ.com, there are a lot of people who make more than this, and their current pay cuts are somewhat embarrassingly small.

USA Today reported that Rutgers loses around 30-40 million dollars EVERY year on their sports programs. This should clearly be cut dramatically for the foreseeable future, as sport is not one of the core missions (education, research, community service including healthcare). That would also save many millions.

In RBHS, and it sounds like in many other Rutgers entities, there has been a steady increase in the number of upper-level administrative posts and publically-available data suggests that the total expenditures for salaries for people in these posts have increased at a rate much higher than other expenditures. It would be reasonable to review upper-level manager positions compensated over some threshold, perhaps \$200,000 (?) to see if there is some duplication of roles. Consolidating these positions would save a lot more than eliminating a similar number of PTL positions.

I am sympathetic to the idea that everyone, including senior and tenured faculty members, needs to "pull their weight" during this crisis. If someone is not currently contributing to any of the core missions, they should be re-directed. That's only fair.