



To: President Jonathan Holloway
From: Rutgers University Senate
Date: November 18, 2022
Re: Further Response to S-2113: PTL Pay and Recognition

The University Senate is the only body that represents the entirety of the University community beyond the administration – students, staff, faculty, and alumni. As such, the collective actions of the Senate may be inferred as the actions of that community as a whole. A resolution passed by the Senate represents the aggregate will of the University community that its administration ultimately serves. A resolution passed by acclamation represents that will powerfully and enthusiastically.

In the spring of 2022, the University Senate passed by acclamation S-2113, the resolution on Pay and Recognition of Part-Time Lecturers. Although this resolution had a number of specific components, it was conceptually brief: Part-Time Lecturers should be receiving equal pay – and benefits, support, and general recognition – for equal work. We believe this resolution passed so emphatically because the University community as a whole understands the importance of Part-Time Lecturers to the function of our University. We also believe that the Rutgers University community acknowledges and respects the basic justice of the “equal pay for equal work” idea. We are already leading the way in so many academic disciplines. We should be leading the way in respect for the labor that undergirds so much of what we do in the pedagogical enterprise.

Your detailed response of July 28, 2022, to our resolution S-2113 asserts that the issue of equal pay for equal work is rather complex. On the surface, we understand that there may be practical bridges to cross before we can arrive at that destination. However, we want to be very clear – equal pay for equal work is a morally straightforward principle. It is exceedingly simple: acknowledging that the labor of part-time lecturers – teaching, advising, supporting, and valuing our students – is on par with the labor of others who provide the same services across Rutgers.

In response to your response, we re-assert that equal pay for equal work with respect to Part-Time Lecturers at Rutgers is a concept that the University community supports – and we believe that the University community sees this as a practice that is long overdue. We recognize there are administrative challenges, yet we voice the Rutgers community’s belief that we are ready to move forward to overcome these challenges. It is time to raise the bar for higher education and blaze this path as we have in so many other arenas. It is time to implement the tenets of resolution S-2113 and meet the goal of equal pay for equal work.

Considerations for the Administration to move toward equal pay for equal work for PTL's

1. Move away from hiring and paying PTLs as if they are piecework employees:
 - a. PTLs with two or more years of satisfactory performance should receive multi-year contracts similar to NTT faculty.
 - b. Compensation for PTLs should be based on fractional pay of NTT faculty members in their department. This contracting practice should be a University standard, not left to the discretion of individual departments or deans.
2. Already several institutions both in the Big Ten and in the local area (CUNY, Princeton, and Rider) provide pro-rated health benefits to part-timers. Previous attempts by the Administration to quantify PTL hours have considerably underestimated the number of hours that many PTLs work at Rutgers and overestimated the number of PTLs who would require health care benefits (because many already have access to benefits through other means), and consequently overestimated the costs to Rutgers. Those PTLs without any source of health care benefits are especially vulnerable to illness, particularly during this time of continuing health care challenges.
3. The promotion of PTLs with course loads equivalent to NTTs to full-time status as NTTs is inconsistent and sporadic at best. A university-wide rule is necessary to ensure fairness in the promotion of PTLs who teach a full-time load to NTT status.