



Jonathan Holloway, President
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Vicki L. Hewitt, Ed.D.
University Senate
Rutgers, The State University of New Jersey
335 George Street, Suite 1250
New Brunswick, NJ 08901

Dear Dr. Hewitt,

I write to respond to University Senate Charge S-2113: PTL Pay and Recognition. I am grateful to the members of the Senate's Faculty and Personnel Affairs Committee (FPAC) for their consideration of these issues. Each category of faculty – tenure/tenure-track (TTT), non-tenure track (NTT), and part-time lecturers (PTLs) – provides valuable contributions to the academic mission of Rutgers. Rutgers will continue its efforts to attend to concerns raised by the PTL community and advocate the current best practices outlined in the PTLFC-AAUP-AFT contract with the education academic leadership in the units.

As a foundational matter, under New Jersey law, many of the considerations raised in the Senate's resolution are mandatorily negotiable with the PTLFC-AAUP-AFT. In this new round of contract negotiations, the university will engage in a good-faith discussion with the union on these and other matters. I appreciate the Senate raising these issues as they will help shape our approach to these negotiations.

Through multiple conversations, I am acutely aware of the concerns related to PTL compensation. I am confident that this issue will be a point of discussion in the upcoming contract negotiations. It is important to note that the salary provisions contained in Section 4A of the PTLFC-AAUP-AFT contract represent salary minima. Units are free to exceed these salary levels; the university will continue to highlight this fact to academic units that appoint PTLs.

I am also aware of the desire for PTLs with course loads equivalent to NTT faculty to have full-time status. While additional work remains, I am pleased to note that several academic units across Rutgers have made progress on creating a greater number of NTT appointments, and the university will encourage other units to do so where it supports the teaching mission.

In the PTLFC-AAUP-AFT contract, Section 6B encourages departments, “where consistent with the needs of the academic program, to appoint PTLs for two or more semesters, where appropriate. In such cases, departments are encouraged, where practicable, to provide information about multi-semester appointments in one appointment letter.” While I understand

the desire for multi-year appointments, this is a matter of academic judgment under the authority of deans and department chairs who are responsible for course planning and scheduling.

With respect to employer-paid health benefits, we have carefully considered the request to extend health benefits to PTLs and other similarly situated part-time employees. An important starting point is that eligibility for the State Health Benefits Program, including the definition of eligible employees, the design of the state health plans, and plan offerings are set by state law and we cannot change those criteria unilaterally. Accordingly, we are not in a position to make changes to our existing resources and policies regarding health benefits for part-time employees not eligible for health benefits under the State Health Benefits Program. Senior Vice President Vivian Fernández shared these and other points in her presentation to the Faculty and Personnel Affairs Committee on January 22, 2021.

To ensure we considered all possibilities, we created financial models that would give us estimates of the costs of providing such benefits, even if permitted to do so by state law. Yearly cost projections for the employer share of health insurance premiums for this population of part-time employees (approximately 4,600 employees; we are not prepared to offer only PTLs a benefit other part-time employees can't access) are estimated to be between \$35m-\$46m depending on plan selection. We do not have the budget to cover this expense and cannot pass the cost along to our students.

However, as a reminder, there are existing resources available to part-time employees. It is important to note that PTLs and part-time employees who work an equivalent of thirty hours per week are eligible to participate in the State Health Benefits Program under the provisions of the Affordable Care Act. Part-time employees are also eligible for health benefits coverage under the provisions of PL. 2003 Chapter 78 . Representatives from University Human Resources can work with eligible employees to enroll.

Finally, we often benchmark our policies and resources with our peers. Our practice and associated costs related to health benefits eligibility for part-time employees are consistent with the practices of peer public institutions of higher education.

We take seriously the concerns raised by the Faculty and Personnel Affairs Committee of the University Senate and appreciate the efforts of this group.

Thank you, again, for your input.

Sincerely,

A handwritten signature in black ink, appearing to read "Jonathan Holloway". The signature is fluid and cursive, with the first name "Jonathan" being larger and more prominent than the last name "Holloway".

Jonathan Holloway

cc: Nancy Cantor, Chancellor, Rutgers University–Newark
David Cohen, Vice President, University Labor Relations
Francine Conway, Chancellor-Provost, Rutgers University–New Brunswick

Vivian Fernández, Senior Vice President, Human Resources
Prabhas Moghe, Executive Vice President, Academic Affairs
Brian Strom, Chancellor, Rutgers Biomedical and Health Sciences (RBHS)
Antonio Tillis, Chancellor, Rutgers University–Camden