



University Senate
Faculty and Personnel Affairs Committee (FPAC)

Response to Charge S-2113: PTL Pay and Recognition

A. Charge

S-2113	PTL Pay and Recognition: <i>Investigate the scope of recognition and compensation for Rutgers Part-Time Lecturers and make any appropriate recommendations. Make recommendations regarding adequate compensation, conversion from PTL status to NTT status, job security and employer paid health plans..</i>
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B. Background

The part-time lecturers (PTLs) at Rutgers, The State University of New Jersey teach approximately 30% of all courses taught at Rutgers and contributing enormously to the Rutgers educational mission. Since PTL salaries comprise less than 1% of the total university budget, Rutgers already has a bargain in PTLs. The University Senate has recommended various measures to incorporate PTLs more fully into university life; with the most recent charge S 1707 on PTL pay in February 2018. The goal to include PTLs into university life with appropriate compensation is well documented and has been a continuing discussion within the Senate.

Because PTLs are hired by the course and paid by the course their base pay is based on single courses, not the total teaching load they have contracted for. It is the opinion of the Faculty and Personnel Affairs Committee (FPAC) that PTL salaries should be a prorated percentage of the NTT faculty in their department. PTLs are one class of university employees involved in the education process that are not compensated for the time that they spend on university service activities. Per the AAUP, "all faculty work should be compensated fairly. Positions that require comparable work, responsibilities, and qualifications should be comparably compensated, taking into account variations by discipline, seniority, and departmental priorities. As the Association recommended in 1993, compensation for part-time appointments, including those in which faculty are currently paid on a per-course or per-hour basis, should be the applicable fraction of the compensation (including benefits) for a comparable fulltime position" [NTTs].³¹ Although the variety of responsibilities and qualifications required of each position may make comparability difficult to determine, it is the responsibility of duly constituted faculty bodies to meet this challenge.

There is an expectation that once an instructor is hired as a PTL, all teaching assignments should continue as a PTL. In many cases this results in a PTL handling a course load equal to or in excess of a full time NTT faculty member. Any PTL whose course load equals a department's full time NTT standard load should be considered a full time salary employee with the same pay and benefits as applied to full time NTT faculty with the same course load.

The Faculty and Personnel Affairs Committee reviewed the PTL situation, examined evidence of other university policies (California State University, Rider University, Princeton, University of Michigan and CUNY) as examples of equal pay for equal work. and concluded that Rutgers should take a leadership role in how it engages its PTLs; especially with our current emphasis on "Beloved Community". The position of the University Senate over time has been to be a leader in supporting fair and equitable compensation for contributions to the University. This report and recommendations build on that tradition.

PTL's are hired on a semester to semester basis, even though the majority of PTL's are rehired multiple times in succession. Annual or even multiple year appointments would give more stability and continuity to the faculty while leading to an enhanced classroom experience for the students.

Given that we expect and anticipate more PTL's moving to a full time status, all PTL's should be given the option to obtain employer subsidized health benefits on a prorated basis of full time employees.

C. Discussion

Rutgers University is a leader in the inclusiveness of all members of the university, yet notes PTL's are excluded from equal pay for equal work, converting PTL's to a full time salary NTT position when the assigned course load equals a full time position, makes all PTL appointments on a course by course; semester by semester basis even when the same PTL is rehired each semester and does not consider application of employer subsidized health benefits while other employees are granted these benefits

Rutgers has been a leader as an inclusive institution interested in promoting social justice and has expressed in the past a clear policy regarding equitable pay and payment for work provide to the institution. Rutgers can continue to define excellence in University governance by fairly and equitably compensating all faculty for their dedication to improving Rutgers, The State University of New Jersey.

D. Resolution

Be it resolved:

That the University Senate recommends to the Rutgers administration four points of consideration:

1. Rutgers University compensate Part Time Lecturers (PTLs) with **Equal pay for equal work** - PTL salaries should be a prorated percentage (fractional appointments) of the NTT faculty in their department doing the same work. This pay parity should be based on the established FT teaching loads that departments have determined to be reasonable taking into consideration any service component or administrative work.
2. Any PTL whose course load is equivalent to a department's full-time NTT standard should be **considered as full-time status**, with all benefits applying.
3. **Job Security** - PTLs should only have semester-long appointments when last minute enrollment or faculty leaves necessitate such short-term planning. Annual appointments should be the norm with 2, 3, and 5-year appointments assigned with added service [and with a presumption of renewal].
4. **Employer-paid health benefits** should be provided - these should be prorated if necessary to ensure PTLs enter classrooms without illness and have the health security needed to perform their work.