

## RESOLUTION OF A VOTE OF NO CONFIDENCE IN THE LEADERSHIP OF RUTGERS PRESIDENT JONATHAN HOLLOWAY

WHEREAS: Rutgers University President Jonathan Holloway has taken actions towards the Rutgers community that reflect a dismissal of norms for shared governance, a disregard for labor rights, and a disdain for the diverse community of students, staff, and faculty across all Rutgers campuses; these actions have included the following significant breaches of trust:

1. Threatening to file an injunction and potentially have academic workers arrested for exercising their right to withhold their labor, and subsequently encouraging the students of those employees to report them to University Human Resources;
2. Refusing to complete labor contracts without significant external pressures until almost one full year of adversarial negotiations had passed, and subsequently refusing to support good-faith implementation of those contracts;
3. Permitting the approval of a merger of the Robert Wood Johnson Medical School and the New Jersey Medical School despite significant opposition from the medical school community and while rejecting Rutgers University policy requiring University Senate approval of academic unit mergers;
4. Refusing to respond to subsequent Senate efforts recommending a pause in the merger process and requesting reconciliation of the fracture in shared governance caused by his actions;
5. Overseeing a 6% increase in tuition, 5% for housing rates and 7% increase in dining fees for Rutgers students announced after the deadline for student matriculation, and blaming the increase on faculty salaries despite receiving substantial direct aid from the state government expressly to be used for contractual salary raises;
6. Dismissing with no explanation a highly-effective, popular, widely-respected, and nationally recognized campus chancellor, counter to the recommendations of a campus committee tasked with conducting a year-long, comprehensive review of her performance, an action that directly hampers campus efforts towards higher education access and inclusion; and
7. Limiting his engagement with the University Senate to a single planned address at the February 2024 meeting, following months of contentious relations with the Senate and Rutgers community more broadly, and by so doing curtailing a standard and central practice of shared governance – one in which he participated multiple times each year of his presidency to date (including 7 Senate meetings in 2022-23).

WHEREAS: The University Senate has, on multiple occasions, passed resolutions and otherwise communicated with President Holloway the positions of the University community on shared governance and academic labor issues that he has ignored or rejected, including:

- a Senate resolution asking him to promote efficient and collegial negotiations that serve the best interests of the community (<https://senate.rutgers.edu/report/resolution-on-labor-relations/>; 9/2022)
- a Senate resolution asking him to affirm the right of academic workers to refuse to cross picket lines, and commit to taking no retaliatory actions against striking workers (<https://senate.rutgers.edu/report/resolution-on-honoring-picket-lines/>; 3/2023);

- a Senate resolution asking him to refrain from filing injunctions against striking workers, along with granting Senate and academic labor union access to university-wide email lists for information sharing (<https://senate.rutgers.edu/report/resolution-on-promoting-a-beloved-community-through-fair-and-equitable-contract-negotiations-and-refraining-from-injunctions/>; 4/2023);
- a Senate resolution asking him to postpone the Board of Governors' vote on the medical schools merger in order for the Senate to complete its role in the shared governance process with respect to unit mergers (<https://senate.rutgers.edu/report/resolution-on-postponing-the-board-of-governors-vote-on-the-medical-schools-merger/>; 7/2023); and
- a Senate resolution asking him to take measures to remediate the impacts of University Policy violations related to the proposed medical schools merger vote (<https://senate.rutgers.edu/report/resolution-on-remediating-university-policy-violations-related-to-the-proposed-medical-school-merger/>; 7/2023);

and

WHEREAS: The Rutgers University Senate represents faculty, students, staff, and alumni, and is charged with ensuring the best interests of the University community;

BE IT RESOLVED that the University Senate finds President Holloway's performance as detailed above to be so far from promoting the best interests of the University community and sustaining historical practice that it has lost confidence in his ability to effectively lead this institution.