



**University Senate
Faculty and Personnel Affairs Committee
Response to Charge S-2117-1: Hiring Transparency and Equity**

A. Charge

Charge Number	S-2117-1
Title	Hiring Transparency and Equity
Description	Investigate the current practice of hiring faculty through the RWJBH system with full faculty titles with a joint Rutgers RWJMS appointment /contract letter as part time employee (10% FTE with fixed salary contribution of \$12,000) to fulfill educational needs at a maximum of 4 hrs/week. Additional time spent on education requires approvals. This arrangement is contingent on the individual maintaining employment with the RWJBH re of hires who cannot adequately meet the teaching needs of the school at the UME and GME levels.

B. Consultants to this Charge Report

Ranita Sharma, MD outgoing [title]

Jeffrey P. Levine, MD, MPH

C. Discussion

This charge evolved over serious concern about physician hiring practices through the Barnabas health system with RWJMS appointments in New Brunswick, specifically Clinically Focused University Practitioners' (CFUPs'). This hiring process ceases to exist effective October 2023, as our new contract states that all new hires will be full RWJMS faculty. This charge as constituted can therefore be withdrawn.

D. Future Potential Concerns

The issue remains what will happen with current (CFUPs') ability to assist with predoc and resident educational needs once their contract expires. RWJMS also continues to have a serious issue with the administration not sharing necessary data to help our school's Compensation Transparency Committee meet their charge. If these problems persist, the Senate EC might helpfully consider whether one or more broader institutional concerns (ie, not limited to RWJMS) are represented here that warrant developing and assignment a charge.