

**Rider University  
Department of Human Resources  
Inter-Office Memo**

**To:** Dr. Jeff Halpern, AAUP

**From:** Robert A. Stoto

**Date:** July 8, 2016

**Subject:** Attached Proposal

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Attached is the proposal for changes to the collective bargaining agreement that we would like to discuss with the AAUP Executive Committee, beginning with our meeting on Monday, July 11, 2016 at 1:30 in Kaplan Conference Room.

We understand the challenges associated with bringing your team together during the summer months for these important discussions and appreciate everyone's flexibility in this regard. Be assured that our interest in initiating timely discussions is driven by important milestones that will be unfolding in the near term. Of course, we are happy to discuss all of this when we meet.

## Proposed AAUP Contract Changes

Given the financial challenges, as presented by President Dell'Omo to the Rider AAUP Chapter the week of June 27, 2016, changes to the Agreement between Rider University and the Rider AAUP Chapter are necessary as part of a plan to move towards financial stability and enhance Rider University's ability to receive external funding. These changes have been identified as part of a broader cost reduction plan aimed at preventing a going concern finding in the financial audit and the related negative consequences associated with such an opinion.

### Article XXIV.F – Secretarial Aid

Eliminate the requirement for the University to provide secretarial services for the bargaining unit members of each department at least equal to that which it provided during the 2001-2002 academic year. It is anticipated that this change will result in the elimination or reassignment of two full-time secretarial positions.

### Article XXVII.J – Teaching Workload

Increase from eighteen (18) credit hours per academic year (six (6) three-credit courses) to twenty-four (24) credit hours per year (eight (8) three-credit courses). Requires changes to Article XXVII.I - Number of preparations must increase to reflect any increase in workload, with exceptions for new faculty. Overload is reduced from two courses to one course for all bargaining unit members. Also requires creation of a system to award reassigned time for research that is equitably distributed among all ranks.

**FY '17 Savings: \$1,263,600.00    FY '18 Savings: \$2,158,000.00    FY '19 Savings: \$2,158,000.00**

Calculations for FY '18 savings takes into consideration those departments in which enrollments do not allow the total full-time faculty to each carry a 24 credit workload per academic year.

### Article XXXI – Bargaining Unit Development

B.2 – Suspend all research leaves in FY '18 followed by a reduction in research leaves from 14 to 8 starting in FY '19 and beyond.

C.2 – Suspend all developmental leaves in FY '18 followed by a reduction in developmental leaves from 4 to 2 in FY '19 and beyond.

E.2 – Suspend all summer research awards in FY '18 followed by a reduction in summer research awards from 52 to 30 in FY '19 and beyond. The amount of the awards will be reduced from \$8,554 to \$6,000.

F.2 – Suspend all summer developmental awards in FY '18 followed by a reduction in summer developmental awards from 14 to 10 in FY '19 and beyond. The amount of the awards will be reduced from \$8,554 to \$6,000.

G.1 – Suspend all reimbursement for faculty travel in FY '17 followed by a reduction for reimbursement for all full-time faculty and priority adjuncts to \$1800.00. The aggregate amount for travel reimbursement provided by the University will be no more than \$180,000. Reimbursement is contingent upon the faculty member having one of the following roles: 1) conference organizer, 2) panel moderator, 3) keynote speaker, 4) presenter, or 5) sponsor of a student(s) presentation(s).

Award Type	FY '17 Savings	FY '18 Savings	FY '19 Savings
Research Leaves		\$ 2,100,000.00	\$ 90,000.00
Developmental Leaves		\$ 60,000.00	\$ 30,000.00
Summer Research Awards		\$ 444,808.00	\$ 264,808.00
Summer Developmental Awards		\$ 119,756.00	\$ 59,756.00
Travel Reimbursement	\$ 300,000.00	\$ 120,000.00	\$ 120,000.00
<b>TOTAL</b>	<b>\$ 300,000.00</b>	<b>\$ 2,844,564.00</b>	<b>\$ 564,564.00</b>

**Article XXXIV – Compensation and Benefits**

A.4.b.i – Reduction in adjunct compensation for each three-hour undergraduate and graduate course by faculty rank.

Rank	Compensation for each three-hour undergraduate and graduate course
Professor	\$ 4,000
Associate Professor	\$ 3,600
Assistant Professor	\$ 3,200
Instructor	\$ 2,800

**FY '17 Savings:** \$1,350,400.00      **FY '18 Savings:** \$961,600.00      **FY '19 Savings:** \$961,600.00

B.3 and B.8 – All bargaining unit participants pay medical plan premiums consistent with current non-faculty approach.

**FY '17 Savings:** \$394,500.00      **FY '18 Savings:** \$789,000.00      **FY '19 Savings:** \$789,000.00

B.7 – Reduce the University's contribution to the pension from 8.5% to 5.0% in alignment with the non-faculty contributions.

**FY '17 Savings:** \$1,070,000.00      **FY '18 Savings:** \$1,070,000.00      **FY '19 Savings:** \$1,070,000.00

**TOTAL SAVINGS FROM PROPOSALS**

**FY '17**  
**\$ 4,098,100.00**

**FY '18**  
**\$ 7,823,164.00**

**FY '19**  
**\$ 5,543,164.00**