

AAUP Negotiating Bulletin #1

June 16, 2014

On Friday the AAUP and Administration exchanged proposals. Simply put, the Administration's proposal is a plan that will turn the clock back forty years and destroy our University. It calls for drastic givebacks from faculty; the establishment of new categories of faculty with different teaching loads, different wage scales, and different tenure rights; a significant increase in the reliance on out-of-load teaching; the complete elimination of our system of shared governance; and numerous wedges to be driven between new and continuing faculty in a thinly veiled attempt to divide and conquer.

You have all received a communication from the Provost claiming that these proposals are necessary in order "to regain financial balance and keep a Rider education within the financial reach of current and prospective students." The truth is that while our financial position has declined there is no financial crisis. Rider has had positive cash flow every year since 2008 and will have positive cash flow this year and next. This proposal is not about "saving" Rider, it is about crushing the faculty.

Here is a partial summary of their proposal.

- * Three-year wage freeze
- * Reduction by 12% in the University's contribution to faculty retirement
- * Up to a 21% contribution to health care premiums by faculty
- * The end of our system of shared governance and the removal of all governance issues from the Agreement. In their own words: "All Articles within this Agreement that pertain to Governance, i.e., do not involve terms and conditions of employment, will sunset as of September 1, 2015."
- * New, drastically lower salary minimums for new faculty. For senior ranks these minima are \$11,000 lower than at present
- * Dramatic reduction (\$1600 less per course) in rate for overload pay for new hires
- * A new category of full time faculty with lower salaries, a larger workload and no tenure protections
- * The decision to fill vacated lines would rest solely with the Provost
- * Dramatic reduction in the number of leaves (from 18 to 13)
- * Dramatic increase in the number of years between leaves (no more than one leave every 7 years)
- * Dramatic reduction in the number of fellowships (from 66 to 50)
- * Dramatic reduction in the amount awarded for summer fellowships (from \$8158+ to \$6000 with no adjustment for inflation)
- * Travel reimbursement fund amount becomes an absolute maximum rather than a guaranteed minimum as in the present Agreement.
- * Reduction in the amount available (from \$260k to \$200k) for travel reimbursement and elimination of the annual adjustment for inflation

- * Drastically lower tuition remission benefit for new faculty and faculty whose children are 5+ years from college
- * Teaching evaluation in P&T will be based on mandatory inclusion of anonymous "student opinion surveys"
- * Department chairs will assign office hours for faculty and may increase them above the Administration's proposed increase to 5 hours per week
- * Elimination of the future ability of adjuncts to attain priority and preferred status
- * Adjunct/overload rates for new hires plummet by \$1600 per course
- * Calculation of out-of-load teaching will no longer include overloads, thus allowing for a dramatic increase in the use of adjunct faculty.

The Provost's wants "to redefine fundamental elements of the institution..." What this means is returning Rider to the third rate status it had prior to the formation of our union. The faculty haven't spent 40 years working to make Rider a great University in order to throw it away on a whim by administrators who can leave after destroying Rider.

The Provost talks about compromise but there can be no compromise of fundamental principals. We urge each and every one of you to voice your outrage with the Administration's proposal and to prepare to take the necessary actions to protect our rights and the University. **To volunteer for the picket line, contact Tim Lengle (tlengle@rider.edu).**

Our next update will be out on Friday, June 20th after we meet with the Administration's representatives.

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