

### **Negotiating Bulletin #3** **Your Future Colleagues/The Administration's Vision**

What is the administration's vision for Rider's future? We get a pretty clear picture when we look at their proposal for your future colleagues.

The administration proposal, if adopted, would institutionalize systematic discrimination against your new colleagues based on nothing more than the date of their hire. New tenure-track faculty hired this fall will begin at a salary minimum \$7,000 lower than a member hired last fall. That is, two faculty members hired at the same rank, in the same department, in the same discipline, will earn dramatically different salaries based solely on the date of hire, if the administration's proposals are accepted.

And this difference will grow worse over time, becoming over \$11,000 by the time they are both promoted to Associate Professor. If they both teach an overload, the newer faculty member will earn \$1600 less than his or her colleague hired just the previous year. If the new member has children, their tuition benefit will be drastically lower.

Who will we be able to recruit at these new lower minimum salaries? Who will we be competitive with? These new minimums will put us in competition with Georgian Court, St. Peter's, Centenary, and their like. No longer will Rider be an institution that is among the most competitive for new faculty in New Jersey; instead we will move to the bottom tier of New Jersey institutions. Ultimately, under the administration's proposals, Rider will no longer be the University we know today.

The division of the faculty into separate and unequal classes does not end there. The administration is proposing the creation of an even lower class of full-time faculty. These third-class members will teach alongside us first- and second-class faculty, but unlike us, they can *never* earn the protection and security of tenure; they can be let go at the end of any short-term contract for any reason. The starting salary of this third-class faculty will be \$18,000 less than that of their colleagues hired the previous fall. In addition to these gross inequities, these future colleagues will teach 33% more than us and their overload rate will be \$1600 less per course than ours. The administration plans to hire 20 percent of all full-time faculty into this category. Who will we be able to hire to work under these conditions? Does anyone believe they will be the best and the brightest? How will we deal with the resentments of colleagues who teach a higher workload, earn dramatically less, and never can have the protection of tenure?

The consequence of this administration proposal will be to set our new colleagues apart from us, an 'apartness' that creates a multi-class faculty. An "apartness" that will make the high levels of cooperation and solidarity that has been a hallmark of our community a thing of the past.

The administration's proposed system of institutionalized discrimination will also apply to new adjunct colleagues. They will never be able to earn the security and perquisites of priority or preferred status. They will earn dramatically less than adjunct faculty hired before them. Under the administration's proposal the minimum for new adjunct faculty will be \$2800 that compares

with the minimum for last year of \$4435. Worse yet. this compares with last year's minimum at Rutgers of \$4950. Rider will no longer be among the places that adjunct faculty want to work and where adjunct colleagues commit themselves to the institution and to the students. Instead it will be just another institution that exploits adjunct faculty, scrambling to find anyone (forget qualified) willing to work at starvation wages, with no hope of job security or benefits.

Can anyone think such inequity will foster collegiality? Can you imagine yourself working in such an environment?

We certainly cannot.

The AAUP vigorously opposes any proposal that will set us apart from one another, now or in the future. The privileges we enjoy are the product of a faculty who would not be divided, who have stood together for forty years, and who must remain united in the future.

We stand for the faculty who fought in the past for what we have today, we stand for the faculty who continue to fight today, and we stand for the faculty who will fight in the future.

Your negotiating team,  
Jeff Halpern, Chief Negotiator  
Mike Brogan  
Gary Brosvic  
Dave Dewberry  
Herb Gishlick  
Joel Phillips  
Terri Rue  
Nancy Westburg