

Negotiating Bulletin #4
How The Administration's Vision will Alter the
Make Up of Our Faculty

Last semester VP Karns stated that the University needs to “re-engineer the institution.” ([Rider News, 18 Feb 2014](#)). At the onset of these negotiations the administration reiterated this desire in a letter to the community, stating, “We need to redefine fundamental elements of the institution...”

The administration's proposals clearly articulate their vision of the re-engineered and redefined Rider. In Bulletin #3 we focused on two elements—the creation of a totally new category of non-tenure track “clinical” faculty and the differential rights, salaries, and benefits their plan will give all new faculty. In this bulletin we explore the consequences of two other proposed changes.

Under the present Agreement there are approximately 250 full-time tenured and tenure-track members of the bargaining unit. This number has remained relatively steady because of two elements of the Agreement—the right to replace full-time colleagues and the 65/35% rule.

The right to replace full-time colleagues

The right to replace full-time colleagues has never been absolute but was linked to whether a department was understaffed. If the departure of a colleague left more than 30% of your department's workload taught out of load, the University was required to replace your colleague with another full-time tenure-track person.

The administration proposal eliminates this right; when the next full-time faculty member leaves your department, it gives them three choices.

1. Give your department another tenure-track faculty member
2. Replace your colleague with a “clinical” faculty member
3. Require that your department teach an even greater number of sections using adjuncts and overloads

Given the much lower cost of adjuncts and “clinical” faculty and the large number of full-time tenured faculty who will retire during the next ten years, it is reasonable to expect the administration will rely increasingly on options two and three.

The 65/35% Rule

The 65/35% rule ensures that no more than 35% of all sections taught across the university may be taught on an out-of-load basis, whether adjunct or overload. (There are provisions that remove sections from this count that are taught out of load due to released time, leaves, and the like.) Viewed the other way around, this rule guarantees that the number of full-time tenure-track faculty must be large enough to teach 65% of all

sections in load (18 contact hours per academic year). In recent years out-of-load teaching has essentially equaled the maximum allowed. The 65/35% rule prevented any reduction in the number of full-time tenure-track faculty.

The administration proposal retains the 65/35% ratio, but will only count courses taught by adjuncts. On an initial reading this might seem like a small change, but the effect is significant—it will allow the number of sections taught by adjuncts to nearly double.

In recent years, of the approximately 35% of counted sections being taught by adjuncts or as overloads, 48% were taught on an overload basis. If the proposed rule had been in place during 2013–14, it would have allowed the administration to require departments to employ adjuncts to teach an *additional* 407 sections—the equivalent of 68 full-time tenure-track faculty.

The consequences of these proposals are sobering. Assuming that the same number of sections that were offered last year continue to be offered, the administration proposals allow for a future Rider faculty comprising 147 full-time tenure-track faculty, 36 low-paid full-time contingent faculty, and hundreds of additional adjunct faculty.

These outcomes will not happen overnight, but they will happen.

Currently almost 50% of all sections at Rider are taught out of load. The pressures that have led to this situation have been and always will be present. The number of tenure track faculty has been and will be determined by whatever contractual limits we establish. The only question is where we set those limits.

The administration has made clear their vision of Rider's future. With your support we are using our collective power to argue for a different vision, a future that maintains the quality and integrity of the programs we have worked hard to build.

We will continue to update you throughout the negotiations and we look forward to seeing you all at the August 28 meeting, 1 pm, BLC Theater. It is very important that you attend this meeting.

We would also like to extend an invitation. If you would like to come and observe one or part of the negotiation sessions, please notify Jeff via the AAUP email at aaup@rider.edu. We meet every Wednesday from 9:00 until 4:30.