

## **Negotiating Bulletin #7 Just Compensation**

Based on what the administration states at the negotiating table and in its proposal, faculty are overpaid and the University spends too much of its resources on us.

We analyze this presumption in two ways. First, we compare Rider faculty compensation with that of other New Jersey institutions. Then, we compare our recent increases with those of Rider's top administrators—the people responsible for their side's proposals.

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### **How do Rider faculty salaries compare with those of other New Jersey institutions?**

In New Jersey Rider competes with 20 four-year institutions of higher education for the best faculty. Presently our salaries are in line with those of other leading institutions and have allowed us to attract an excellent faculty.

- Assistant Professor salaries rank 7<sup>th</sup> out of those 20 schools. If we exclude salaries of faculty hired above the minimum because of market forces, Rider drops to 12<sup>th</sup>.
- Associate Professor salaries rank 5<sup>th</sup> out of 20. If we exclude market-driven salaries, we drop to 13<sup>th</sup>.
- Full Professor salaries rank 11<sup>th</sup> out of 20.

The administration proposes to slash the minimum salaries at each of these ranks.

Without a doubt this will cripple Rider's ability to attract top new faculty. At their proposed minimums our new Assistant Professor's salaries plunge to 14<sup>th</sup> (counting only those faculty hired at the contractual minimum) and 11<sup>th</sup> (all faculty, including market-driven salaries). For comparison President Rozanski is the second highest paid president in New Jersey.

### **How have recent increases impacted faculty and top administrators?**

Another way to examine faculty compensation is to calculate its growth over time. Analysis of the earliest and most recent IPEDS data available (2004–2012) reveals that Rider faculty wages and benefits increased 17%—a modest 2% per year.

During the same period the administration increased tuition 59% and wages and benefits for the top five administrators leaped 69%. Thus the President, Provost, VP for Finance, VP for Development, and VP of Enrollment Management enjoyed average annual increases of 8%—four times that for faculty.

In 2002, then-President Luedeke's compensation (salary and benefits) was \$383,933. In 2012, President Rozanski's compensation was \$728,590—an increase of 90% and an average of 10% per year. This increase was more than five times that for the faculty.

Keep in mind that the percentage increases of administrative compensation apply to numbers much larger than those of faculty compensation. For example, one year's average increase applied to our president's compensation approximates the starting salary of an Assistant Professor.

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Does it seem reasonable that administrators whose compensation has increased dramatically should propose slashing faculty starting salaries and freezing them for three years? That faculty benefits should be substantially decreased? That we are overpaid?

The AAUP believes every member of the University's workforce is significant in meeting our mission, but that faculty are at its heart. Just compensation ensures that Rider maintains the world-class faculty our students deserve and pay for.

Please come to the AAUP chapter meeting, 1:00 p.m. in the BLC Theater.

Your Negotiating Team,

Jeff Halpern, Chief Negotiator  
Mike Brogan  
Gary Brosvic  
Dave Dewberry  
Herb Gishlick  
Joel Phillips  
Nancy Westburg