

Bulletin #8

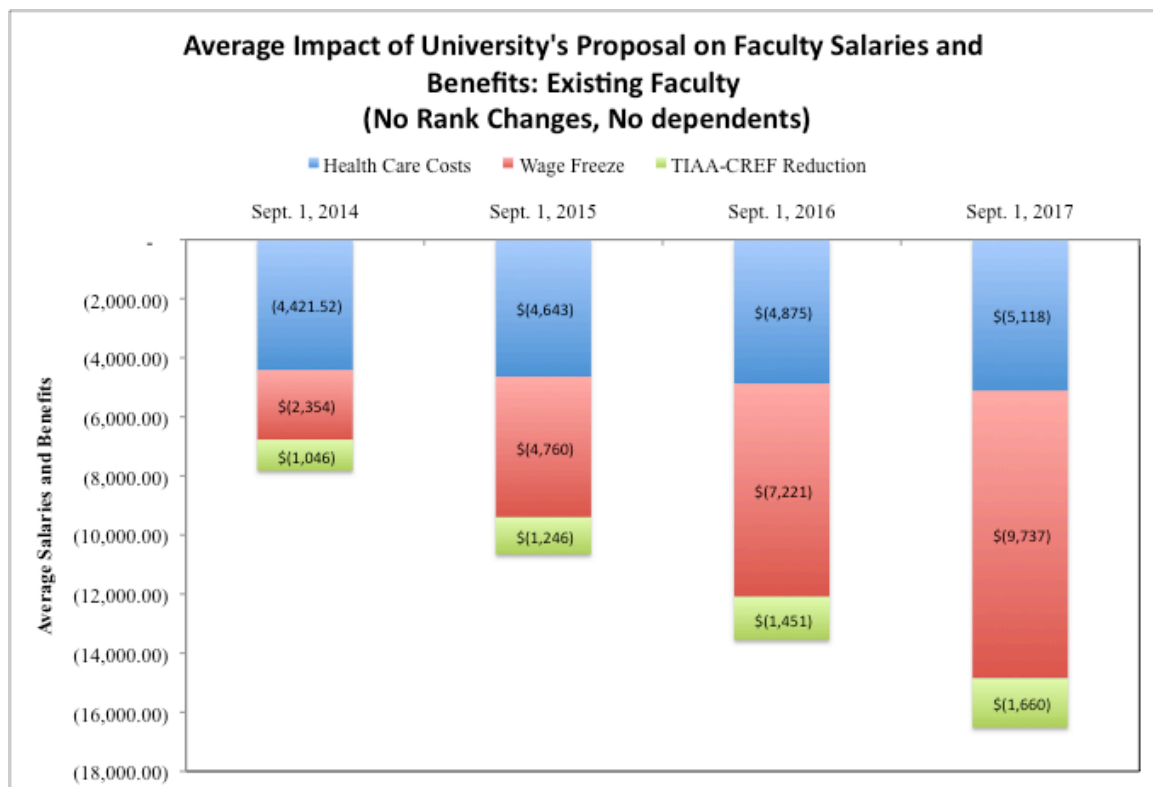
The Economic Impact of Administration Proposals on Full-Time Members

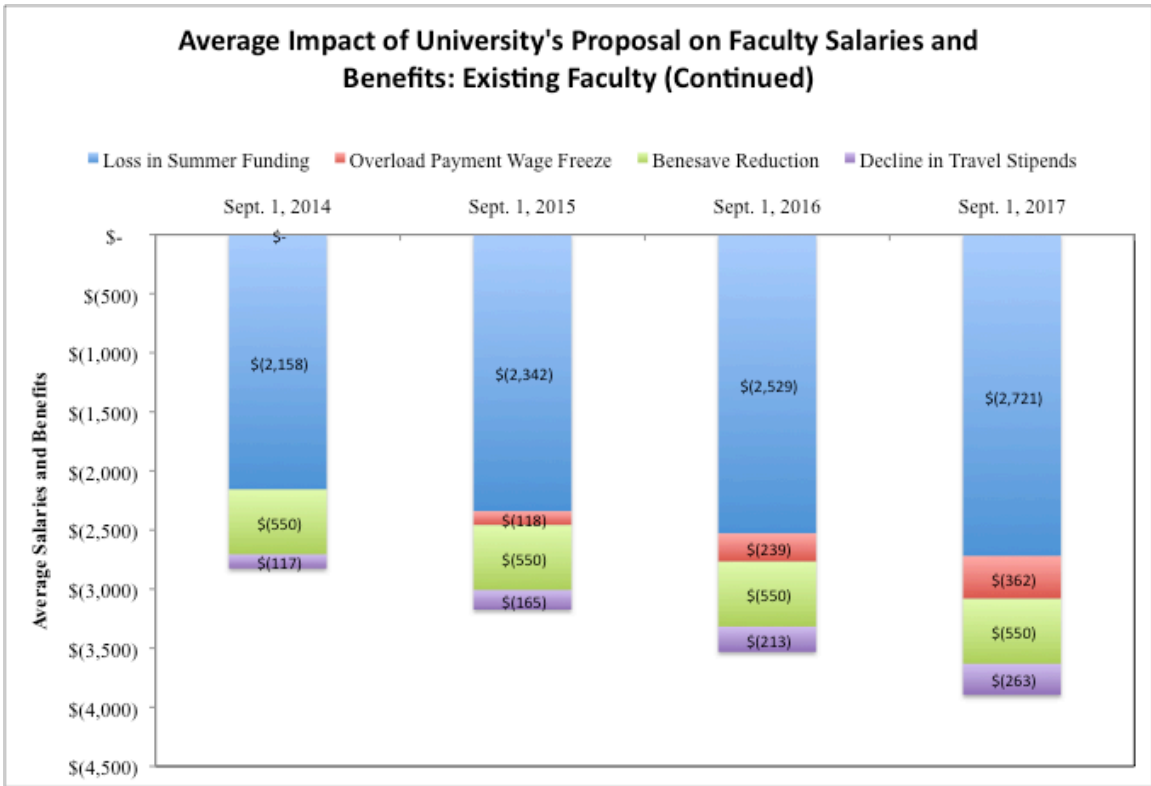
In previous bulletins we showed that administration proposals would destroy Rider's ability to hire the best full-time and adjunct bargaining unit members. This bulletin demonstrates how the administration's proposals would diminish the livelihood of current full-time members over the next four years as well as that of newly hired tenure-track and "clinical" faculty.

The Impact on Existing Full-Time Bargaining Unit Members

Assuming a long-term inflation rate of 3% and that existing bargaining unit members continue their present medical coverage, the administration's proposals will cost the average member \$20,411 over the next four years.

The charts below plot the decrease by funding category.

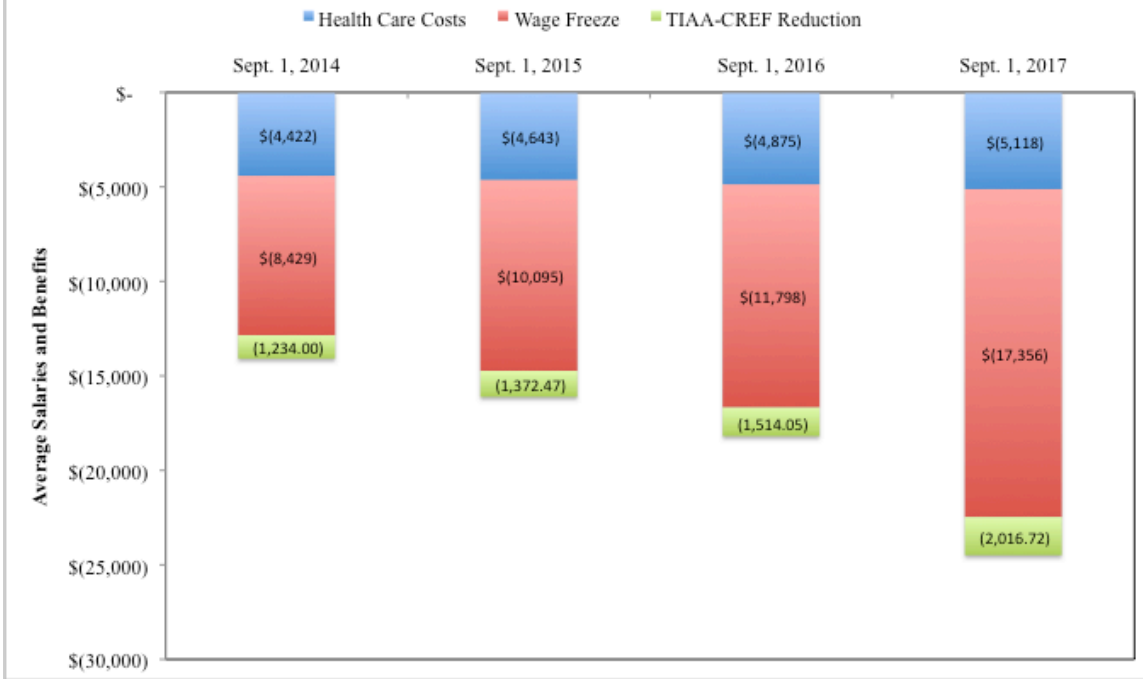




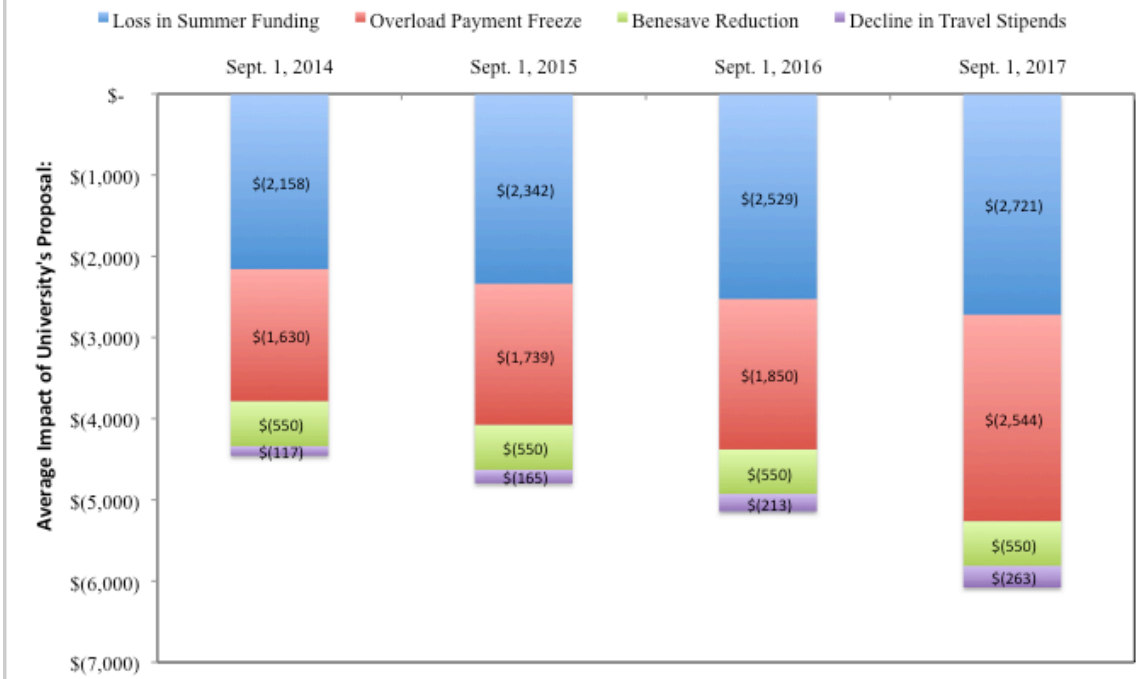
The Impact on New Full-time Tenure Track Members

For full-time bargaining unit members hired after September 1, 2014, the impact of the administration's proposal is even more dramatic. Compared with the present Agreement, the average member's of this group's wages and benefits will be \$30,569 less over the next four years. The two charts below show the breakdown for these new members.

Average Impact of University's Proposal on Salaries and Benefits: New Faculty Hired after 9/1/14 (no dependents)

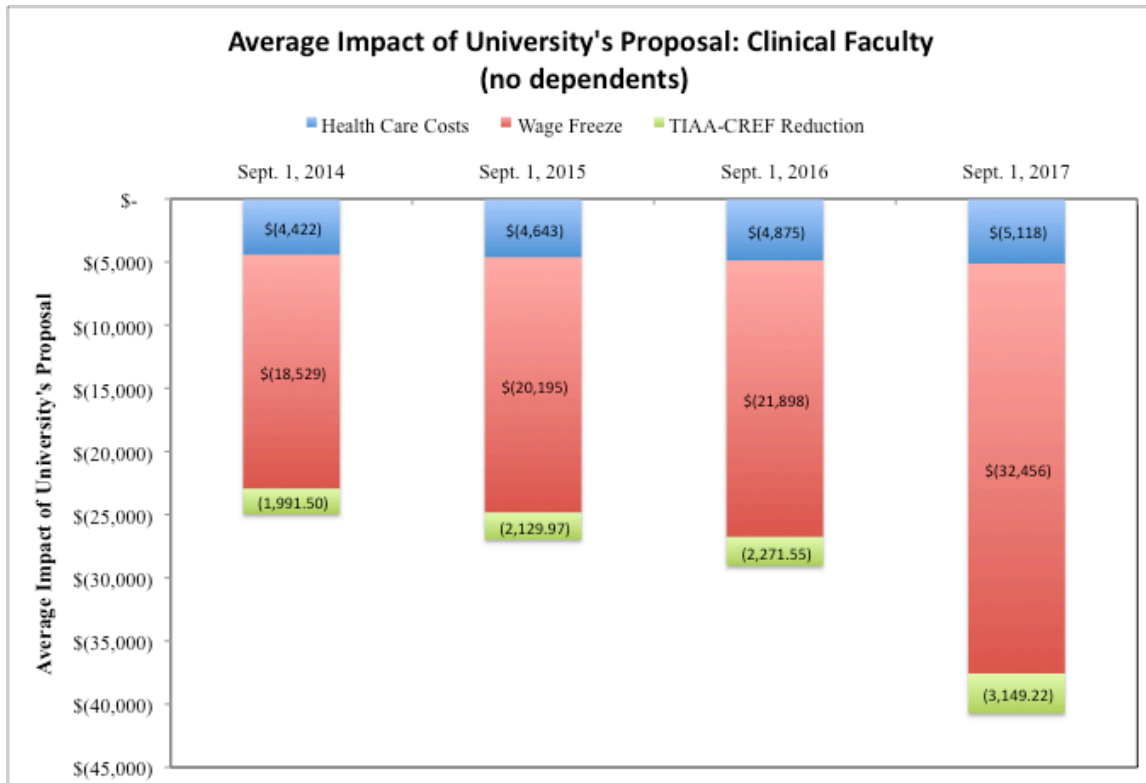


Average Impact of University's Proposal on Salaries and Benefits: New Faculty Hired after 9/1/14 (no dependents on healthcare)



The Impact on “Clinical” Faculty

The administration’s proposals for so-called “clinical” faculty are truly draconian. Compared with the present Agreement, the wages and benefits of any member hired in this category will be \$40,723 less per individual over the next four years. The salary freeze as well as a reduced salary minimum ensures this drastic drop in the earning potential of colleagues hired into this category.



The Impact of the Administration’s Proposed Cut to Tuition Remission

The administration proposes dramatic cuts to the tuition subsidy for dependents that attend institutions other than Rider. The current benefit pays up to 80% of Rider’s annual undergraduate tuition the present value of which is \$28,896. The administration proposes to cut the maximum benefit to a flat \$18,000 for all present full-time members whose eligible dependents have not entered high school by fall 2014 as well as for all new full-time hires. Members who pay for family medical benefits will be hit especially hard because the small subsidiary Rider provides for that coverage has been traditionally offset by the tuition benefit.

Though individual circumstances make it difficult to calculate an “average” impact of this reduction, here is an example of a particular circumstance: A single individual

member with two children who will not have entered high school by fall of 2014 will lose \$144,960 in today's dollars. The actual loss will be higher because the administration's proposal is a flat \$18,000 subsidy with no increase over the next four years and tuition is most certainly going to rise.

Summary of the Administration's Economic Proposals

The administration's economic proposals may be summarized as follows.

- No salary increase for at least three years
- A reduction in TIAA-CREF contributions of 1%
- An increase in the bargaining units share of medical costs that transfers \$500K+ per year to the University from the bargaining unit
- A \$10,000 a year reduction in the tuition subsidy for each dependent enrolled at institutions other than Rider
- Elimination of the University's \$550 contribution to bargaining unit member's Benesave accounts
- Dramatic reductions in minimum salaries (as much as \$15,000) at each rank for full-time bargaining unit members hired after 9/1/14
- Creation of "clinical" ranks with starting salary nearly \$20,000 beneath the present minimum for Asst. I and 33% higher teaching load.
- A 22.5% reduction in funds allocated for travel to professional conferences. This new figure would be frozen for four years and would become an absolute maximum rather than the guaranteed minimum as in the present Agreement.
- A 24% reduction in the number of summer fellowships and a 26% reduction in the amount provided for each stipend (from the present \$8158 to \$6000). Neither the number nor the dollar amount would increase during the next four years.
- A 28% reduction in the number of paid research and developmental leaves, with no increase in the number of such leaves over the next four years

What You Can Do About It

Bargaining unit members must show the administration that we are united in opposing these proposals because, if implemented, they will destroy our University. For that reason we urge you to take the following actions.

- Attend the AAUP Chapter meeting on August 28th at 1 pm in the BLC
 - Personally remind your colleagues, both full- and part-time, of the importance of attending this meeting.
 - During the meeting the Action Committee will distribute AAUP t-shirts and buttons.
- Wear the AAUP t-shirt or a white shirt with the AAUP button to the President's Convocation.

- If you attend the President's reception, wear the AAUP t-shirt or a white shirt with the AAUP button.
- If you have questions, please contact Tim Lengle, Co-chair of the Action Committee (tlengle@rider.edu); Terri (Stutesman) Rue (aaup@rider.edu); or any member of the Negotiating Team.

Your Negotiating Team,

Jeff Halpern, Chief Negotiator

Mike Brogan

Gary Brosvic

Dave Dewberry

Herb Gishlick

Joel Phillips

Nancy Westburg