

Resolution on Part Time Lecturers at Rutgers University

Adopted by the Camden Faculty Council

October 26, 2015

At Rutgers University Part Time Lecturers (PTLs) teach almost 50% of all courses. PTLs are essential to the University's commitment of providing Rutgers students a world class education. It is imperative that we have highly skilled, highly motivated PTLs. To attract and keep such faculty we must be willing to provide sufficient incentives in the form of salary, benefits, and working conditions.

Students rely on all their faculty mentors for advice, letters of recommendation, various accommodations, and extra help when needed. Their expectations and needs do not change because their professor is a PTL. Yet the administration has reportedly recently taken the untenable position that PTLs should do nothing except teach their classes and grade their students' work.

Although PTLs are respected by their students and colleagues, they do not feel that same level of respect from the Rutgers administration. The conditions PTLs face at Rutgers are far below the standards necessary for such committed, highly educated and essential members of the faculty. PTLs have no guarantee of continuing employment from one semester to the next, most make less than \$5000 for teaching a three-credit class and there is insufficient support for those who want to pursue professional development opportunities.

Rutgers is not a mediocre institution and should not offer mediocre compensation to its PTLs.

Therefore,

1. The Campus Faculty Council:

a. calls on the administration to reach a fair agreement with its PTLs that respects the professional status and dignity of PTLs and recognizes the hard work that they perform on behalf of their students and the University,

b. more particularly urges the administration to reach an agreement that is consistent on a fractional basis with the contract recently agreed to for the non-tenure track faculty,

2. The Council directs its Chair to transmit this resolution to the Chancellor of Rutgers University-Camden, the President of Rutgers University, and other relevant officers of the University.