

Resolution on Salary and Tuition

Adopted by the Camden Faculty Council

December 2014

Whereas the Rutgers administration imposed a salary freeze on the faculty; allowed major increases in health insurance premiums paid by faculty, and has given no economic recognition to faculty merit in over four years; and

Whereas the administration proposed 2 days before our contract expired a 3.25% salary increase over the next 3 years, consisting of 1% Across-the-Board this year, merit raises of 1% next year, and 1.25% on July 1, 2016 for full-time faculty—a proposal that amounts to a pay cut when inflation and further increases in health benefits cost-sharing are considered; and

Whereas these low percentage increases are especially unjust for NTT faculty, who are generally very poorly paid; and

Whereas Rutgers has the financial resources to provide a level of compensation for faculty consistent with the lofty goals expressed in the Strategic Plan of building a great faculty and a great University; and

Whereas, notwithstanding administration claims to the contrary, Rutgers faculty are among the very lowest paid among peer institutions, when relative cost of living (as compiled by the Council for Community and Economic Research) is taken into consideration; and

Whereas the Rutgers administration does not stint on its own compensation, having 79 members who earn over \$275,000 per year with a median salary of \$330,000 (as reported to IPEDS, well above the levels at comparable Universities;

Be it resolved that we demand that the administration enter into serious negotiations with the AAUP-AFT about economic compensation, with particular attention to redressing the salary inequities and injustices among the lower paid groups of NTT and junior faculty; and

Be it further resolved that we most strongly urge the University not to burden students with additional increases in tuition and fees in order to meet these eminently reasonable faculty needs.