



AAUP-BHSNJ Faculty Contract

Contract Term: July 1, 2013 - June 30, 2018

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AAUP-BHSNJ Faculty Contract

Compensation:

The basic salary package is:

- July 1, 2014: 2.0% across-the-board increase to academic base
- July 1, 2015: 2.0% across-the-board increase to academic base
- July 1, 2016: 2.125% merit pool for increases ranging from 1% to 7.5%
- July 1, 2017: 2.125% merit pool for increases ranging from 1% to 7.5%

Additional Terms of the Contract:

- **Lump Sum Payment:** Those faculty who were in the collective negotiations unit on July 1, 2013 and continue to be in the unit on the date of payment will receive a one-time lump-sum payment totaling \$2000, paid out as follows: \$1000 paid as soon as practicable following ratification of the agreement, and \$1000 paid effective the first full pay period following July 1, 2016.

- **“Subject to” language:** We agreed to “subject to” language in the event of fiscal exigency. This language provides for a specific process and document production, along with a dedicated panel of arbitrators.
- **Removal of the faculty salary maxima**
- **Extramural Support Incentive Award:** A small committee continued negotiations and arrived at a new Extramural Support Incentive Award program. Details of the new program can be found at: <http://aaupbhsnj.org/contract-settlement-for-ratification.html>. Continuation and renewal grants covered under the 2004-2009 award program will continue to be covered under that program. The specific components of the program are:

Extramural Support Incentive Award Program

- Awards and proposals, including non-competing continuations, submitted prior to November 15, 2015 will follow the existing incentive plan
- Proposals submitted as of November 15, 2015, including all competing continuations will follow the new plan
- Faculty eligible for the existing extramural support incentive award will be given the choice to opt for the new, revised extramural support incentive award
- Applies to all faculty, except those required to support a % of their salaries using outside grant funds as a condition of their employment, e.g., coterminous faculty

Extramural Award Incentive Program

<u>% Salary Support on Award(s)⁽¹⁾</u>	<u>% Returned to Faculty⁽²⁾</u>
Up to 10%	11%
11% to 19%	12%
20% to 29%	13%
30% to 39%	14%
40% to 49%	15%
50% to 59%	16%
60% to 69%	17%
70% to 79%	18%
80% to 89%	19%
90% and above	20%

(1) The percent salary support on award(s) is calculated by taking salary support on award(s) as a percentage of faculty member's total salary (not just the academic base).

(2) The percent returned to the faculty is a percent of the percent supported on awards calculated in item (1) above.

- **Payroll alignment:** Union agreement was obtained for alignment of legacy UMDNJ faculty payroll, vacation, and personnel cycles with legacy Rutgers faculty cycles, enabling the University to have one personnel and payroll system as we move forward.
- **Employee Benefits:** Donut hole provision: Effective January 1, 2018, these faculty may participate in the Rutgers University Alternate Benefit Program and Trust (ABP Trust). Those currently participating in the former UMDNJ Benefits Assistance Program (BAP) will have a one-time option to choose, as of January 1, 2018, whether to continue to participate in the BAP or to participate in the ABP Trust going forward from that date. The BAP will no longer be available to employees hired on or after January 1, 2018.

- **Tuition Remission/Reimbursement:** Dependent children of AAUP-BHSNJ unit members will be eligible for tuition remission as of the beginning of the semester immediately following ratification of the agreement. Employee tuition remission or reimbursement will be provided for AAUP-BHSNJ unit members who are required to obtain a more advanced degree or undergo professional development/continuing education in order to retain or advance in their RBHS positions. This benefit will also apply as of the beginning of the semester immediately following ratification of the agreement.
- **Faculty Transition to Retirement Program:** There will be a new Faculty Transition to Retirement Program for retirements effective beginning July 1, 2016, wherein a faculty member may elect to take retirement and then be hired back by the University for an appointment of up to 50% load and 50% salary. The identical program was negotiated for the AAUP-AFT (legacy Rutgers) faculty. In order to be eligible faculty must be at least 55 years of age and have at least 10 years of service at the time of program application. Applications are due April 1, 2016 for the first year of the program. Details regarding program implementation will be forthcoming in the coming weeks.
- **Section Chiefs, Division Chiefs and Division Directors at NJMS come out of the bargaining unit.**

New Appointments and Promotions Guidelines:

Tracks and Titles: [Align with legacy Rutgers tracks and titles]

Tenure Track

- Assistant Professor, Associate Professor, Professor, Distinguished Professor

Non-Tenure Tracks

- Teaching Track: Assistant Professor-Teaching Track; Associate Professor-Teaching Track; Professor-Teaching Track; Distinguished Professor-Teaching Track
- Clinical Track: Includes both Clinical Scholars and Clinical Educators. Assistant Professor-Clinical Track; Associate Professor-Clinical Track; Professor- Clinical Track; Distinguished Professor-Clinical Track
- Professional Practice Track: Assistant Professor-Professional Practice Track; Associate Professor-Professional Practice Track; Professor- Professional Practice Track; Distinguished Professor-Professional Practice Track
- Research Track: Assistant Professor-Research Track; Associate Professor-Research Track; Professor- Research Track; Distinguished Professor-Research Track

- **RBHS Lecturer:** Primarily for those who have not yet finished terminal degree. 1-3 year renewable appointments, can remain for up to nine years if full time, indefinitely if part time. Normal movement would be to RBHS Instructor or Assistant Professor once degree has been awarded. Does not require designation of track.
- **RBHS Instructor:** Provides new faculty member up to three years to choose career direction and associated track. Individual normally would have an advanced degree. By end of three years must either be promoted to Assistant Professor on one of the tracks or receive one-year terminal appointment.
- **UP OR OUT FOR TENURE TRACK FACULTY: NEW TO THIS CONTRACT**—Normal probationary period 9 years, three-year renewable appointments, full review at end of each three-year appointment, if not promoted one non-renewable terminal year appointment.
- **NO UP OR OUT FOR NON-TENURE TRACK FACULTY:** They may be non-renewed with appropriate notice at end of appointment.

- **Appointment length for non-tenure track:** 1-3 year renewable appointments for assistant professors, 1-5 year renewable appointments for associate professors if that is initial appointment. Once promoted to associate professor or if initial associate professor appointment is renewed, 2-5 year renewable appointments. After 10 years of service as associate professors, 3-5 year renewable appointments. Same for professors as for associate professors, except that after 10 years they may have 3-7 year renewable appointments.
- **Transfers between tracks:** Require written request by faculty member and approval by department chair, faculty Appointments and Promotions committee, dean, provost, and chancellor.
- **For transfers from non-tenure track to tenure track:** May be requested up to three years after initial appointment or promotion to non-tenure-track assistant professor. Timetable for promotion to associate professor is nine years total time from time of initial appointment or promotion to assistant professor in original track, plus one additional year to account for lack of protected time on the non-tenure track.
- A tenure-track assistant professor may request transfer into any non-tenure track up to three years after initial appointment as a tenure-track assistant professor.

Transition to New Guidelines:

- “Prior to June 30 following the date these guidelines become effective, faculty may request a transfer among the five faculty tracks to move into the proper track to fit his/her career desires. During this period of transition, transfers among non-tenure tracks require approval by the department chair and the dean, and availability of funding. Transfers into the tenure-track also require approval of the provost and the chancellor. **To avoid ambiguity, all non-tenured faculty will be asked to affirm in writing, prior to June 30 following the date these guidelines become effective, the track in which they want to remain or the track to which they want to transfer. Upon approval, faculty will be provided with a letter outlining the track descriptions, guidelines for promotion or tenure, if applicable, their responsibilities, and the responsibilities and commitment of the institution. The letter will be signed by the dean, the chair, and the faculty member prior to transfer. A copy of this letter shall be sent to the AAUP-BHSNJ.**”

- **For current tenure-track faculty:** Assistant Professors who are on the tenure track, who have been appointed to assistant professor nine or more years before enactment of these guidelines must be considered for tenure within five years of enactment of these guidelines if they select to continue on the tenure track. Faculty who have been appointed to assistant professor less than nine years before enactment of these guidelines will have five years plus the difference in time remaining since the years lapsed since appointment as assistant professor on the tenure track and nine years to be considered for tenure.
- **For criteria by track and level and progression through rank,** see full document, to be discussed with individual deans starting this week and subsequently rolled out to faculty and faculty governance organizations.



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