

1 **Appendix _____**

2 **Non-Tenure-Track (NTT) Faculty**

3 **A. Task Force**

4 The University shall create a Task Force charged by the President and the Executive Vice
5 President for Academic Affairs with examining the full panoply of academic and employment
6 issues related to non-tenure-track (NTT) faculty at Rutgers. Task Force membership will include
7 representatives of the AAUP-AFT. The Task Force will be constituted and charged no later than
8 October 15, 2007, and will make its recommendations to the Executive Vice President for
9 Academic Affairs and the President no later than **December 1** ~~May 31~~, 2008. The AAUP-AFT
10 will receive a copy of those recommendations. **Recommendations of the Task Force that**
11 **constitute mandatory subjects of negotiation shall be submitted to the University and the**
12 **AAUP-AFT for negotiation.**

13 ~~**B. Contract Reopener**~~

14 ~~Upon completion of the Task Force's work and issuance of its recommendations, the contract~~
15 ~~will be reopened for the sole purpose of creating an Article regarding the employment issues of~~
16 ~~NTT faculty.~~

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18 **C. B. PDF Copy of February 12, 2007 Response From President**
19 **McCormick On Senate's December 1, 2006 Report And**
20 **Recommendations On Charge S-0502, Status Of Full-Time, Non-**
21 **Tenure-Track, Non-Clinical Faculty**

22 I am writing in response to the Report and Recommendations on Charge S-0502, on the Status of
23 Full-time, Non-tenure-track, Non-clinical Faculty, as adopted by the University Senate on
24 December 1, 2006. My thanks to the Faculty Affairs and Personnel Committee for its diligent
25 and thoughtful work on this issue.

26 The administration is in full agreement with the Senate's recommendation that the Board of
27 Governors abolish the restriction to three successive reappointments for non-tenure-track faculty,
28 and it is my understanding that this matter will be taken up at the next meeting of the Board's
29 Educational Planning and Policy Committee.

30 The administration accepts the Senate's recommendation for initial appointments of non-tenure-
31 track, non-clinical faculty of one to three years with reappointments up to three years thereafter.
32 As you recommend, a dean's-level review will be required prior to multi-year appointments, and
33 we will caution deans to use prudence in making appointments so as to maintain budgetary
34 flexibility from year to year.

35 In regard to the Senate's third recommendation, I am pleased to report that the Executive Vice
36 President for Academic Affairs already has reminded all academic units that annuals, as well as
37 tenure-track faculty, are eligible for FASIP, and will do so in every year that there is a FASIP.

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July 27, Revised August 16, 2007

1 We also accept the recommendation that faculty be strongly advised to include monies for such
2 awards in grants that support research annuals.

3 We accept the Senate recommendation that instructional and research annuals be made eligible
4 to apply for both internal and external grants but note that such eligibility must be in accord with
5 applicable regulation and as appropriate to the goals of the funding agency and university.

6 Finally, we will reexamine our current systems notification in light of the Senate
7 recommendations for reminding chairs to submit timely notices of reappointments and for
8 informing employees about benefits eligibility, availability, and terms of coverage.

9 Again, my thanks to the Senate for its thoughtful recommendations in regard to a vital and
10 valuable part of our university community.

11 Sincerely yours,

12 Richard L. McCormick