

Resolution in Support of the Rights of Non-Tenure Track Faculty Members
Submitted February 26, 2006 by: Kristen Gilmore-President, Rafael Greenblatt-Vice
President, Inga Parker-Treasurer Carlos Diuk-Secretary

Whereas, non-tenure track faculty teach approximately half of all graduate courses and many of these positions are filled by graduate students, and

Whereas, currently 220 instructors are subject to a university regulation (Section 60.5.10) that compels their dismissal or demotion after four years of service, regardless of the quality of their work or the contributions they have made in educating thousands of Rutgers University students, and

Whereas, despite the dependence of the university on contingent faculty, they are underrepresented in governance, and

Whereas, contingent faculty has limited access to professional development programs offered to tenure track faculty members, and

Whereas, part time non-tenure track faculty do not have access to recreational facilities at Rutgers University, therefore barring them from university sponsored exercise to couple with their lack of healthcare benefits.

Therefore be it resolved, that the GSA recognizes the significant contribution that non-tenure track faculty continues to make to Rutgers University, and

Be it further resolved, that the GSA recommends the consideration of the abolition of the four year limit on non-tenure contracts, and offer our instructors job security and a professional career path; all contingent faculty members need and deserve multi-year contracts because it allows them to focus on their work and enhances and deepens the university's commitment to both the instructional and research mission of Rutgers, and

Be it further resolved, that the GSA supports the granting of full and appropriate governance rights to contingent faculty, in departments, units and university bodies, and

Be it further resolved, that the GSA supports full access to recreational facilities for part time faculty so that they may pursue a healthy lifestyle, and

Be it further resolved, that the GSA recognizes that these changes are necessary to enable contingent faculty to better continue delivering the high quality education that students expect and deserve from a first rate university, thereby enhancing the internal and public perception of Rutgers University, and

Be it finally resolved, that the GSA urges the University Senate and the Board of Governors to strongly consider these recommendations regarding full and part time non-tenure track faculty members, as their job security and quality of life affects the quality of education of all Rutgers University students.