

## **Summary of Original Contract Proposal from the NTT Caucus of the AAUP-AFT to the Administration**

The Non-Tenure-Track Caucus of the AAUP-AFT has important goals for this contract cycle. We ultimately want our working conditions and compensation to converge as closely as possible to those enjoyed by tenure-track and tenured faculty. To attain this, it is first necessary that our status and concerns be reflected in the contract. We have drafted a separate article, Article XIII, to be included in the contract for 2007-2011. Below is a summary of the proposal.

Highlights include:

(1) Term of Employment. We are proposing renewable NTT appointments. We propose that the probationary contract should be for a period of three (3) years. Employees who satisfactorily complete the first contract would be renewed for another period of three (3) years. Subsequent contracts would be for five (5) years, renewable every five years. Failure to renew shall only be for good cause; e.g., elimination of the position or non-renewal resulting from unsatisfactory evaluations. The employee shall have the right of appeal.

(2) Governance. All full time, non-tenure track faculty shall be considered members of the faculty with all the rights, privileges and responsibilities commensurate with the rank of appointment with the following exception:

Non-tenure track faculty shall not have a vote on personnel decisions affecting tenured or tenure-track faculty.

(3) Foreign National NTT Rights. We propose that all foreign national NTT faculty members should have the same rights and privileges as tenure track foreign nationals. This shall include, but not be limited to, assistance in obtaining appropriate visas and sponsorship of permanent residence status.

(4) Evaluation and promotion. In order for our terms of appointment to be similar to tenure-track and tenured faculty, we want to be evaluated and promoted on a regular basis and similar schedule. Evaluations and promotions must take into account our unique contributions to the teaching and research missions of Rutgers. Regular promotion through the ranks will help to create a career path for NTT faculty.

(5) Sabbaticals and Terminal Year. We also want these two privileges enjoyed by our tenure-track and tenured counterparts. NTT faculty currently are ineligible for sabbaticals, which diminishes our chances to improve our research and teaching. NTT faculty should also be allowed one year of continued employment, during a terminal year, after five years of supported service.