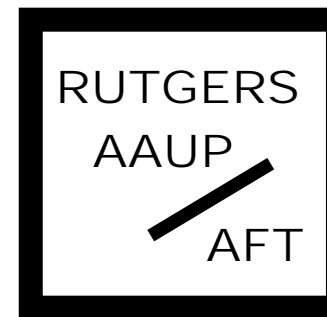




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# PART TIME LECTURER FACULTY CHAPTER

RUTGERS COUNCIL OF AAUP-AFT CHAPTERS • FALL 2007

## PTL Salary Increases in November Pay Checks: Agreement Being Implemented

### Salaries Grow

New negotiated salary increases for part-time lecturers have been implemented in the first November pay check, following an overwhelming member ratification vote of the tentative agreement in October. Read the complete contract at [http://www.rutgersaaup.org/misc/PTL\\_07-11\\_Agreement.pdf](http://www.rutgersaaup.org/misc/PTL_07-11_Agreement.pdf). Increases are basically 2.5%, but the ways the salary increases can be applied are illustrated through a few typical examples at [http://www.rutgersaaup.org/misc/PTL\\_Typical\\_Examples\\_Salary\\_Increases\\_2007.pdf](http://www.rutgersaaup.org/misc/PTL_Typical_Examples_Salary_Increases_2007.pdf). The retroactive portion of the increase, going back to September 1, should have appeared by the second pay check of November, if not the first. Check those pay stubs! Although the amount may be small, there will be another 2.5% increase next semester, and the total increases will amount to 25% by the last year of the contract.

### PTL Professional Development Fund

The application process for funding through the PTL Professional Development Fund is underway. The instructions (sent earlier to those with functioning email addresses) are below and available online: <http://www.rutgersaaup.org/ptl.htm>. Remember to link your proposal explicitly to your teaching at Rutgers and send a copy to the PTLFC-AAUP-AFT. The deadline is December 20, 2007. Good luck to all!

### Access to Recreational Facilities

Free access to recreational facilities for PTLs has been confirmed. The few PTLs who had recently paid for Rec facilities access should be receiving full refunds. Please contact us if you are in this situation.

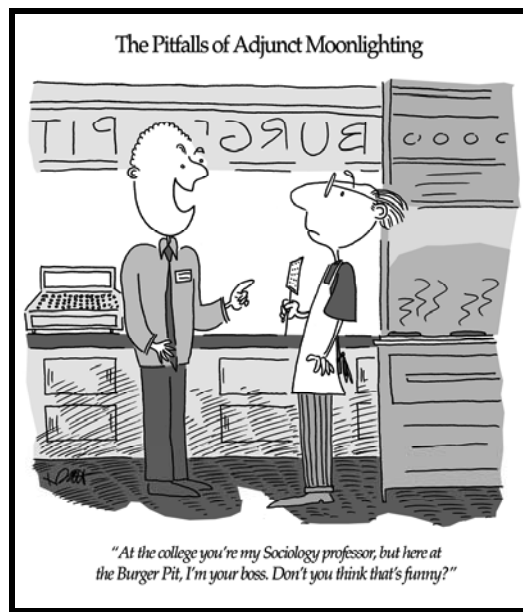
### Health Benefits

Although the administration likes to characterize access to the recreational facilities as the "health benefit" for PTLs, we also have a Labor-Management Committee meeting to explore alternative options to the State Health Benefit Plan (SHBP) buy-in that we currently have available through legislation. The SHBP option (see information at <http://uhr.rutgers.edu/ben/shbpforptemployees.htm>) is excellent coverage but the premiums are costly. We hope to arrange for a second or third less costly alternative through the work of this committee. Watch for further information as developments occur.

### Mass Transit Pre-Tax Reimbursement

PTLs able to commute to Rutgers using mass transit are entitled to reimbursement of the tax on their fares. See instructions for reimbursement at <http://uhr.rutgers.edu/ben/MassTransitSavingPlan.htm>.

## PTLFC Legislative Priorities



The "lame duck" session is likely to take up the Family Leave Insurance bill, and the new session beginning in January will likely see some activity on issues relevant to PTL issues. The following are priority bills for the Rutgers PTLFC-AAUP-AFT in the coming months:

Faculty and College Excellence (FACE) legislation is a package of bills (based on a National AFT initiative) that has been introduced in the New Jersey legislature in order to bring equity to part-time and other contingent faculty, while also restoring the ranks of the tenured faculty.

The campaign's slogan—*FACE Facts: Investment Counts*—is a call to policy makers to address key issues in higher education staffing that affect not only faculty members, but students, families, and our nation's future.

Senate Bill 1725 provides that pay and benefits for part-time lecturers/adjuncts are pro-rated to the compensation for a full time equivalent position.

Assembly Bill 4192 provides for state health benefits coverage to be paid on a pro-rata basis for part-time lecturers/adjuncts whose course load is 25% or more of a full time equivalent position.

Assembly Bill 4364 calls for public colleges and universities in New Jersey to achieve a ratio of 75% of undergraduate courses taught by tenured/tenure-track faculty by 2013. The goal is to increase the number of tenured/tenure-track incrementally and move away from the overuse/abuse of contingent faculty. It further calls for the state to set up a fund to create new tenure-track positions and for colleges/universities to give consideration to qualified PTLs/adjuncts.

It is possible that the legislation will be combined into one comprehensive bill. Contact Patrick Nowlan to learn more about legislative priorities, [pnowlan@rutgersaaup.org](mailto:pnowlan@rutgersaaup.org), or call 732-445-2278, ext. 20.

## JOIN THE PTLFC-AAUP-AFT NOW

[Use the application form on the back page of print version or visit <http://www.rutgersaaup.org>, click on Join]

## Questions Relating to the Collective Bargaining Agreement

A number of members who voted in the contract ratification asked anonymous questions. We have provided answers here.

Q: How do these salary increases apply to those of us in Music where we are paid by the student, not exactly the credit or the hour?

A: Such PTLs should receive a 2.5% increase unless they are making \$7,500 per semester or more, in which case they should receive a \$195 increase per semester.

Q: Why did we give up the "service adjustments" or longevity increases?

A: The administration argued that straight percentage increases would be simpler to implement and that senior PTLs with higher salaries would get larger increases with a percentage rather than a flat amount. We accepted this compromise to get the actual percentages higher.

Q: Why wasn't more accomplished on the issue of health coverage?

A: The bargaining team fought hard on this topic, but it is difficult to add a benefit like this when others (full-timers at the University and elsewhere) are being asked to pay more for their health coverage premiums. We did set up a Labor-Management Committee which will work to provide additional, more reasonable buy-in options for PTLs.

Q: Why wasn't something negotiated on pensions?

A: PTL pensions (PERS) are legislated rather than negotiated, so changes take place at the State level, not at the University level.

Q: Why aren't part-timers at NJIT represented by the union?

A: That is up to the part-timers/adjuncts at NJIT. Should they begin to organize themselves, the AFT would surely help, but they are separate from PTLs at Rutgers due to having a different employer.

Q: What concessions, such as larger class size, were made at the bargaining table?

A: We had to give up on many of our proposals, or scale them down, but we did not concede any advantages we already have. Class size is a non-negotiable issue according to State law. We instead negotiate *compensation* for over-size classes, see Article IV.G of the 2007-2011 contract.

Q: If the annual parking fee used to be \$18, why did I pay \$36?

A: That should not have happened. You were entitled to a refund from the University. Write to us if you haven't received one. Now, everyone should pay no more than \$25 a year.

## Part-Time Lecturer Faculty Profiles Congratulations!

Congratulations to PTLs who have published books! Rather than focus on a single individual in this issue of the newsletter, we are highlighting some Rutgers PTLs who have published books recently. If you have a recent book, exemplary award, or other notable accomplishment that we might include in a later newsletter, please write or call. Contact Karen Thompson, [kgt@rci.rutgers.edu](mailto:kgt@rci.rutgers.edu), or call 732-445-2278, ext. 21.

**Dhriti Bagchi** of the Anthropology Department in New Brunswick has developed a CD-ROM and a guide book for the teaching of the Bengali Language and Culture in her classes. A workbook to accompany them is her current project.

**Barry Chalofsky** teaches in the Department of Ecology, Evolution and Natural Resources and has written *The Real Estate Guide to the Environment* and *The Home and Land Buyer's Guide to the Environment*, both published by CUPR, Rutgers.

**Daniel Gabriel's** book, *Hart Crane and the Modernist Epic: Canon and Genre Formation in Crane, Pound, Eliot, and Williams* (Palgrave Macmillan), is now available at Alexander Library. Gabriel has taught in the Livingston Honors Program and the English Department's Creative Writing Program.

**Elizabeth Hyde's** book, *Cultivated Power: Flowers, Culture, and Politics in the Reign of Louis XIV* (Philadelphia: University of Pennsylvania Press, 2005), won the 2007 Elisabeth Blair MacDougall Award, Society of Architectural Historians, for the most distinguished work of scholarship in the history of landscape architecture or garden design.

**Richard Lee** of the Journalism Department of SCILS has a chapter in *The State of the Garden State*, a book published by the Hall Institute for Public Policy, New Jersey.

**Susan Osborn**, a PTL in the New Brunswick English Department, received the Frances C. Hutner Presentation Grant, 2006 (awarded by Princeton Research Forum, an affiliate of the National Coalition of Independent Scholars) for her work at the 2006 Twentieth-Century Literature and Culture Conference.

**Lee Ratzan** teaches in the Department of Library and Information Studies, SCILS. His book, *Understanding Information Systems*, was published by the American Library Association in 2004 and is used in many schools worldwide.

## 2008 PTL Professional Development Fund

The PTL Professional Development Fund now has double the amount of money available: \$10,000. These funds are available during the four years of the recently negotiated Agreement with Rutgers University.

In accordance with the terms of the Collective Bargaining Agreement 2007-2011, Rutgers will provide a Professional Development Fund in the amount of \$10,000 for each academic year of this contract for professional development activities specifically related to the pedagogic needs of PTLs in connection with and related to their professional activities at Rutgers. The Center for Teaching Advancement and Assessment Research will award funds only for those proposals that it determines to be meritorious and is not required to award the entire fund amount of up to \$10,000, if it determines there are not sufficient meritorious proposals that warrant funding. The University shall provide the Union with copies of all award and denial letters to PTLs. Funding requests may be for activities in either the current semester or in the spring 2008 semester. PTLs should maintain receipts for funds that have been expended. Funds will be dispersed only to individuals holding a bargaining unit PTL appointment at Rutgers for the semester in which they have or will expend the funds. If you have questions, contact Karen Thompson, [kgt@rci.rutgers.edu](mailto:kgt@rci.rutgers.edu) or 732-445-2278, ext. 21.

### Format for Proposals Submitted to the PTL Professional Development Fund

Name  
Department/ decanal unit/ campus  
Amount of funding requested  
Semester during which funds will be expended  
Project statement, including how the project relates to professional activities at Rutgers (limited to one page)  
Endorsement by the Department Chairperson or Program Director

The request for funding should be in the form of an email sent to Lisa Bonick at [bonick@oldqueens.rutgers.edu](mailto:bonick@oldqueens.rutgers.edu). Applications for funding will be reviewed for merit and relevance by a committee established for this purpose.

**Requests for funding should be submitted no later than December 20, 2007. Funding decisions will be announced by February 29, 2008.**

**NOTE: We request an up-to-date email address in order to stay in communication. Send an email to Karen Thompson at [kgt@rci.rutgers.edu](mailto:kgt@rci.rutgers.edu).**