

## **Proposed Resolution on Salary and Tuition**

Whereas the Rutgers administration imposed a salary freeze on the faculty and staff; allowed major increases in health insurance premiums paid by faculty and staff, and has given no economic recognition to faculty merit in over four years; and

Whereas the administration has proposed very minimal salary improvements for full-time faculty and staff—improvements that amount to a pay cut when inflation and further increases in health benefits cost-sharing are considered; and

Whereas these low percentage increases are especially unjust for contingent faculty, who provide the majority of undergraduate instruction and are generally very poorly paid; and

Whereas Rutgers has \$600 million in unrestricted funds—some of which can certainly be used to provide a level of compensation for faculty and staff consistent with the lofty goals expressed in the Strategic Plan of building a great faculty and a great University; and

Whereas, notwithstanding administration claims to the contrary, Rutgers faculty and staff are among the very lowest paid in the Big Ten, when relative cost of living is taken into consideration; and

Whereas the Rutgers administration does not stint on its own compensation, having 79 members who earn over \$275,000 per year with a median salary of \$330,000, well above the levels at comparable Universities;

Be it resolved that the University Senate calls on the administration to enter into serious negotiations with all faculty and staff unions about economic compensation, with particular attention to redressing the salary inequities and injustices among the lower paid groups of faculty and staff; and

Be it further resolved that we most strongly urge the University not to burden students with additional increases in tuition and fees in order to meet these eminently reasonable economic needs of faculty and staff.