

## RESOLUTION

### Background

A number of issues and concerns directly related to the progress of Rutgers toward the goal of being one of the leading public research universities in the US have recently been receiving a great deal of attention from many of our leading faculty members. Among the most consequential are

1. A decrease in the number of tenure track faculty despite a major increase in the number of undergraduates, which has resulted in a student to tenure track faculty ratio that needs drastic improvement.
2. A very substantial increase in the number of precarious and insecure adjunct faculty, which has resulted in Rutgers leading the Big Ten in number of adjunct faculty.
3. A 28% decrease in the number of graduate teaching assistants in New Brunswick over the last five years.
4. A significant decrease in the number of faculty who are members of underrepresented minorities.
5. Serious and substantial salary inequities based on gender or campus.
6. The adoption of a number of management tools without appropriate faculty consultation that have diverted some of the time and effort of many faculty members away from teaching, research, and service. Among these tools are RCM, Cornerstone, Academic Analytics, Infosilem, and exclusive use of Canvas.
7. The annual increases in tuition and fees for undergraduates, which now stand at a minimum of \$14,131 for in state students.

### Resolution

Therefore, be it resolved that

The University Senate strongly supports the goal of becoming one of the leading public research universities in the US and calls on the administration to work with the faculty, students, staff, and the Unions and shared governance bodies that represent them in addressing and resolving the issues and concerns enumerated above, as well as any others that are holding us back.