

AAUP-BHSNJ Town Hall FAQ

Date: April 15, 2021

- 1) Which contract components will be applied to faculty administrators, who are typically not members of the AAUP?**

This contract applies to AAUP-BHSNJ members. Communications regarding non-aligned faculty will be handled separately and outside of this FAQ.

- 2) I was previously a member of AAUP-BHNSJ but I am now a non-aligned faculty administrator. Am I still entitled to the increases that were negotiated while was an active union member?**

This FAQ is intended for the AAUP-BHSNJ members. We will address specific questions regarding individual circumstances with faculty directly. Please feel free to contact the RBHS Office of Faculty Affairs or the Rutgers Office of Academic Labor Relations.

- 3) For faculty below the 25th percentile salary benchmark, will they be adjusted upward to the 2020 AAMC's Faculty Salary Report (table 12) based on rank and specialty?**

Effective July 1, 2020, the negotiations unit member's total compensation (which includes all forms of compensation, including, but not limited to, ABS, Supplement, UPA variable pay, and/or FVS (as defined in the Compensation Article of the collective negotiations agreement) but which shall not include CIP or Extramural Research Incentive payments) will be adjusted upward if needed to equal the 25th percentile of the benchmark utilized by the University for benchmarking that negotiations unit member's compensation (e.g., the AAMC Publics Benchmark, the Summary Statistics on Medical School Faculty Compensation for Public Schools PhD or Other Doctoral Degree, Basic Science Departments/Specialties or the Summary Statistics on Medical School Faculty Compensation for Public Schools PhD or Other Doctoral Degree, Clinical Science Departments/Specialties), adjusted for the faculty member's appropriate specialty and rank (if already at or above that percentile, this subparagraph shall not apply).

- 4) For faculty below the 25th percentile salary benchmark, will they be adjusted upward to the benchmark before or after their, potential, merit increase for FY2021 is processed?**

Before. Any additional compensation necessary to move the faculty member to the 25th percentile will be added effective July 1, 2020. The FY2021 merit increase will be effective July 31, 2021.

- 5) Can you please clarify the research incentive award and salary equity award for a 5-year grant with start date of 2/15/2020?**

The research section in the Compensation article of the AAUP-BHSNJ collective negotiations agreement details the multiple various research incentives available to eligible faculty, which were outlined in the town hall. If you have more questions or need clarification, please reach out to the RBHS Office of Faculty Affairs or the Rutgers Office of Academic Labor Relations.

6) It appears that there is no salary increase for the 2020-2021 FY. Please explain why.

For FY2021 (July 1, 2020 to June 30, 2021) there will be a 3% merit pool, but the merit awards will not be effective until July 31, 2021. This is the time period negotiated by the University and the AAUP-BHSNJ.

7) It was explained that the process for faculty salaries under the 25th%ile being raised to that level include - 1) Retro adjustments from 2018 and 2019 will occur in March 2021; 2) Then, if the salary is still less than 25%ile, it will then be adjusted up.

QUESTION - WHEN can faculty who remain below 25%ile after retro adjustments expect to have their salaries adjusted to that level? Also, in March 2021? after that?

As soon as possible, but once adjustments are finalized, they will be effective retroactively to July 1, 2020.

8) Will the retroactive lump percentage payments we are going to receive also translate to an increase in our base salary? IE, will my base salary increase by 3% plus 3%? When will we see that? If not, why not.

Yes, the across the board increases will increase your academic base salary (ABS) retroactively. The first adjustment (for FY2019 retro to 7/1/18) should have been reflected in your March 5, 2021 pay. The second adjustment (for FY2020 retro to 7/1/19) should have been reflected in your March 19, 2021 pay.

Example

- Assume your current academic base salary is \$150,000
- March 5, 2021 pay should reflect a 3% increase to your academic base salary to \$154,500 ($150,000 \times 1.03$) and should include retroactive monies due from 7/1/18.
- March 19, 2021 pay should reflect a 3% increase to your newly adjusted academic base salary to \$159,135 ($154,500 \times 1.03$) and should include retroactive monies due from 7/1/19.

9) You outlined deductions from clinical earnings based on departmental and divisional formulas. Is it still acceptable for the chair or the school to require individual deductions above these formulas to cover the individual's own academic base salary cost?

This question seems to be addressing a specific situation for NJMS faculty and we would be happy to work with you to help understand your specific situation.

10) Why did it take so long to implement the negotiated increases?

On November 4, 2020, the University and AAUP-BHSNJ reached a tentative agreement, subject to ratification by the AAUP-BHSNJ membership. After several town halls and other opportunities for members to weigh in, the contract was ratified by the AAUP-BHSNJ membership on December 22, 2020. Given the complexity of the contract, the University then moved as quickly as possible, while still ensuring that each and every faculty member's

situation would be handled correctly. The payment of the first increase occurred on March 5, 2021.