

Guidelines for Chairs – Discussion with AAUP Eligible Faculty about Salary/FTE
For Chair's Use During Meeting

Questions you should discuss when meeting with faculty member:

Why are we here?

Thank you for meeting with me to provide input regarding your salary/FTE. In order to reduce the department's expenditures, we need to examine the level of your clinical components [% FTE]. In addition, I have provided you with written notice that your appointment will not be renewed. This notice is required by the UMDNJ-AAUP collective bargaining agreement, no later than December 31, 2009. The notice does not prevent us from discussing and reaching agreement concerning a change in your salary [FTE] terms. If we reach agreement, your appointment will continue based on the specific terms we conclude.

Why are you proposing to reduce my salary component [FTE]?

Your salary is higher than the MGMA and AAMC norms for your specialty or Your productivity has decreased or Your productivity is below other comparable faculty in the division, or The decline in demand for your specialty requires a lower FTE, etc. [Chairs: Be prepared to produce data to support your explanation.]

What happens next?

Following our discussion today, I will notify you in writing of the proposal we have discussed today regarding your salary [FTE] and send a copy to the AAUP. Pursuant to a recent decision by the Public Employee Relations Commission (PERC), the AAUP may request to negotiate the change on your behalf.

Questions that may arise, not otherwise necessary to discuss:

Suppose I don't want the AAUP to negotiate for me?

I can't speak to that. You should contact your AAUP representative.

If the AAUP negotiates on my behalf, when will the negotiation take place?

Your AAUP representative will contact RBHS to request negotiations and a meeting will be scheduled.

Can we settle this right now and put the change into effect?

No. I am required to notify the AAUP first. The AAUP has the right to request negotiations or to decide not to request negotiations over the intended change.

July 1, 2013

Are you giving me notice of non-renewal because of my AAUP representation?

No. The notice is required by December 31, 2009 by the current collective bargaining agreement.

If I choose not to have the AAUP negotiate for me, will it make a difference in your proposal?

No. The proposal is based on the needs and mission of the department.

What happens if we can't reach agreement before December 31, 2009?

Your appointment continues until its expiration on June 30, 2010.

Can we continue to negotiate after December 31, 2009?

Yes, unless it becomes clear before then that we have reached an impasse and cannot reach agreement.

What happens if we can't reach agreement before June 30, 2010?

Your appointment terminates on June 30, 2010.