

# AAUP-UMDNJ

NOVEMBER 29, 2010

NEWSFLASH

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## **AAUP Takes A Stand Against UMDNJ Imposing Clinical Salary Reductions on NJMS Anesthesia Department Faculty**

In spite of an AAUP proposal that: (1) established a fair and competitive salary structure on par with academic medical centers in the Northeast; (2) met the University's stated budget reduction goal; (3) eliminated multi-year guarantees; and (4) was supported by the majority of the NJMS Anesthesia Department Faculty, the NJMS administrative leadership and the Anesthesia Department's Interim Chair have ceased negotiations and are planning to impose an unfair salary structure that was rejected by a departmental vote. This imposition would result in: (1) significant salary reductions for current Anesthesia Department Faculty; (2) an

increased workload; and (3) a noncompetitive salary structure.

The Department Faculty members have raised several concerns that the NJMS and Anesthesia Department Leadership is ignoring, including:

1. hiring new faculty on a different structure than the one they intend to impose on existing faculty (higher salaries for new faculty);
2. the continuing decline in faculty practice collections; and
3. not recognizing the value of external work experience.

Over the past six months, ten Anesthesia Department Faculty have resigned. If the University follows

through on its threat to impose an unfair salary structure, it will likely result in additional Anesthesia faculty leaving with little to no ability to recruit experienced faculty. This will undoubtedly impact on the quality of patient care and curtail surgical services at University Hospital.

The AAUP will continue to play an active role in encouraging the University to address the above-referenced faculty concerns and intends to take all appropriate actions to prevent the threatened imposition. We seek your understanding and support and request that you fill out and fax to 973-972-0776 the full membership authorization form on the back.

**This is one of the many reasons your full membership is important.  
Please fill out the back and Fax to 973-972-0776.**

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Please join! We urge you to become a voting member of the AAUP. WE NEED YOUR SUPPORT!

If you are paying \$22.10 per pay period, you are paying a representation fee, not AAUP dues. AAUP dues are \$26.00 per pay period (only \$3.90 more per pay period for full membership) for 26 pay periods per year.

Dues include local, state and national AAUP membership fees. Members can vote in chapter elections and on contract ratification. Members also learn about **AAUP member benefits** through *Academe*, the AAUP's national magazine.

**Once you join, the AAUP will send you a gift to express our appreciation to you for becoming a member.**

To join the AAUP, just fill out this authorization form and return it to us at the address below.

UNIVERSITY OF MEDICINE AND DENTISTRY OF NEW JERSEY  
AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS (AAUP)  
PAYROLL DEDUCTION AUTHORIZATION

Please print clearly:

NAME \_\_\_\_\_  
(last) (first) (middle)

ADDRESS \_\_\_\_\_  
(street) (city) (state) (zip)

HOME PHONE \_\_\_\_\_ OFFICE PHONE \_\_\_\_\_

ACADEMIC RANK \_\_\_\_\_ DEGREE \_\_\_\_\_

SCHOOL \_\_\_\_\_ DEPARTMENT \_\_\_\_\_

CAMPUS ADDRESS \_\_\_\_\_  
(building) (city)

PERCENTAGE OF FULL TIME EMPLOYED BY UMDNJ \_\_\_\_\_ SEX: M F

UMDNJ I.D. NUMBER \_\_\_\_\_ DATE HIRED \_\_\_\_\_

EMAIL ADDRESS \_\_\_\_\_ BIRTH DATE \_\_\_\_\_

(All of the above information will remain in the strictest confidence unless we are otherwise instructed by you.)

I hereby authorize my AAUP Chapter to have deducted from my earnings twenty-six dollars (\$26.00) dues per pay period, which includes national, state and local AAUP membership dues.

This authorization shall remain in effect unless terminated by me upon written notice of withdrawal or by termination of my employment. The filing of notice of withdrawal shall be effective to halt deductions as of the July 1st or January 1st next succeeding the date on which the notice of withdrawal was filed.

While contributions or gifts to the UMDNJ Council of AAUP Chapters are not tax deductible as charitable contributions for Federal income tax purposes, they may be tax deductible under other provisions of the Internal Revenue Code.

SIGNED \_\_\_\_\_ DATE \_\_\_\_\_

PLEASE RETURN TO:

**American Association of University Professors**  
**Council of Chapters, UMDNJ**  
**30 Bergen Street**  
**ADMC Bldg. 14, Rm. 1426**  
**Newark, NJ 07103**

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