

AAUP-UMDNJ

OCTOBER 8, 2010

NEWSFLASH

WWW.AAUPUMDNJ.ORG

Faculty Performance Evaluations Primer

Article VIII, Section B., 7 of the AAUP-UMDNJ contract requires the University to complete your performance evaluation by the first working day in September of each year. Furthermore, your Chair is required to meet with you to discuss your evaluation by September 15. Where there is a disagreement between a faculty member and the Chair as to an evaluation, the faculty member may invite another faculty member to be present as an advisor.

If a faculty member receives an overall unsatisfactory evaluation, the faculty member has the right to appeal within 30 days of receiving an unsatisfactory evaluation or September 30, 2010 (whichever is later). The appeal process is outlined in Article VIII, Section 8. A of the AAUP contract.

The University has promulgated a Procedure for Evaluating Faculty. The following is a summary of the procedure. The complete version can be viewed at www.aaupumdnj.org:

The Faculty Performance Evaluation Process consists of five steps.

1. A Faculty member submits to their Chair a completed Faculty Data Form, an updated C.V., and proposed goals and objectives for the next evaluation period.
2. The Chair completes the Faculty Evaluation Form; writing comments on the quality of performance; and assigns a rating

of (Exemplary, Satisfactory, Unsatisfactory) to each area of responsibility and to the overall performance.

3. The faculty member and Chair jointly establish goals and objectives for the next annual evaluation period.
4. The Chair provides the proposed evaluation to the faculty member in advance of the face-to-face review meeting.
5. The Chair meets with the faculty member to discuss the proposed evaluation and to agree upon weightings of areas of responsibility and goals and objectives.

If you have any questions about the evaluation process, please contact the AAUP office at 973-972-5875 or 732-235-4196 or council@aaup-umdnj.org.

Editorial: The Fallacy of Requiring Extramural Funding to Avoid "Unsatisfactory" Evaluations

By a UMDNJ Tenured Professor:

As of December 31, 2009, the American Association of Medical Colleges (AAMC) estimates that there were a total of 128,650 Medical School faculty in U.S. medical schools. During the same time frame, the National Institutes of Health (NIH) reports awarding a total of 12,387 competing NIH grants out of 53,128 applications (for a success rate of ~23%), and a

total of 27,410 research grants which includes non-competing continuation years.

The data from NIH include non-medical school applicants as well.

Even if ALL the NIH grants were to medical school faculty, and even if there were a maximum of ONE grant per faculty member, this would translate to approximately 20% of all medical school faculty having an NIH grant. (Since we know that many of those grants were to non-medical school faculty, and that a number of researchers have more than one grant, the real number is going to be significantly lower than 20%).

So are the other more than 80% of medical school faculty "unsatisfactory"? Is NIH or other major funding a realistic and fair requirement for a faculty member to avoid an "unsatisfactory" evaluation? Certainly, if a faculty member obtains significant extramural funding, that would be a valid criterion for an "Outstanding" rating. But the absence of such funding should not trigger an "unsatisfactory" rating in and of itself. To make such a requirement is unfair and out-of-touch with reality.

New AAUP Office at SOM

To better serve our membership at SOM, AAUP has secured office space on the SOM-Stratford campus. The office is located in Room 3219 of the Doctor's Pavilion. Bob Witkowski, AAUP Labor Relations Representative will be available at this location on Tuesdays and Thursdays.

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Full AAUP Membership is Crucial to Our Success

We urge you to become a FULL member of AAUP. A robust AAUP membership strengthens our message to the University administration, particularly as we prepare to negotiate a new contract.

The difference between full membership and the representation fee is just \$3.90 more per pay period. To join, fill out the attached Authorization Form and return to the AAUP's Newark office (fax: 973.972.0776).

Demand and Return Policy

The following is the procedure adopted on June 23, 1987 by the Council of AAUP Chapters of the University of Medicine and Dentistry of New Jersey (hereafter "Council") to comply with the requirements of section 2C of Chapter 477, Laws of 1980. Please retain it for your records. It is published annually.

The representation fee amounts to 85 percent of member dues. The amount of representation fee that goes to the Council is equal to the percentage of member dues kept by the Council for Council expenses. The remainder goes to the national AAUP to cover national expenses related to collective bargaining. The Council budget includes only expenses allowable for charge to representation fee payers. This was also the case for last year's budget.

Any person who makes fee payments in lieu of dues who objects to a specific expenditure which the individual believes to be in aid of activities or causes of a partisan political or ideological nature, only incidentally related to the terms and conditions of employment or applied toward the cost of benefits available only to members of the association, shall file written notice of an objection by certified mail to the Representation Fee Review Committee (hereafter "committee") in care of the Executive Director of the AAUP.

Following the filing of such notice, the proportion of the objector's representation fee which is allocated to the expense in question will be placed in an escrow account established by the Council for this purpose pending resolution of the objection.

Objections to expenditures made in any fiscal year must be raised by October 1st of the following year. Individuals not represented by the AAUP at the beginning of the fiscal year may raise such objections within ninety (90) days of the date such representation commences.

An objection may be renewed for each year by written notification as noted above. At least annually, the association shall cause notice of its demand and return system, including the dates for notice of objection, to be printed in its newsletter.

The committee shall be composed of three (3) members of the faculty of UMDNJ chosen by the Council. When the Executive Director receives an objection, it shall be promptly submitted to the committee, which shall

consider the objection for timeliness of submission and on the merits. An objector may, at the time of filing the objection, request that an oral fact-finding hearing on the objection be held.

If the AAUP contests the objection, it shall respond to the objection in writing within fifteen (15) working days of its transmittal to the committee. A copy of the AAUP's response shall be served on the individual making the objection. The objector then may, within fifteen (15) working days of his or her receipt of the AAUP submission, respond to the information provided by the AAUP. Upon its receipt of the AAUP response, if any, the committee shall determine whether additional information is necessary to complete the record. It may, in its absolute discretion, seek additional information from the objector or the AAUP or hold a fact-finding hearing on the request of either party.

When the committee is satisfied that it has received full submissions from all parties, it shall close the record. The committee shall rule on the objection, in writing, within fifteen (15) working days after the record is closed, and forward its determination to the objector and to the AAUP.

The burden of proof throughout the proceedings shall be on the AAUP. If the objector is dissatisfied with the decision of the committee, he or she may appeal to the State Representation Fee Review Board pursuant to Chapter 477 of the Laws of 1980.

An objector may bypass this procedure and appeal directly to the State Representation Fee Review Board.

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Council of AAUP Chapters FY11 Budget

	FY10	FY10	FY11
	Proposed	Actual	Proposed
REVENUES			
Dues	\$394,160	\$495,814	\$548,236
Representation Fees	\$291,310	\$314,612	\$363,147
Interest	\$11,062	\$8,688	\$5,059
Grants	\$0	\$1,906	\$0
Other		\$220	\$6,394
Total Revenues	\$696,532	\$821,240	\$922,836
EXPENSES			
Payroll	\$314,252	\$313,194	\$317,892
Payroll Taxes	\$33,977	\$33,867	\$35,431
Health Insurance/Life/ADD	\$151,314	\$153,766	\$160,657
Pension	\$24,572	\$25,056	\$25,431
Pension Oversight	\$2,500	\$4,168	\$3,334
National AAUP Dues & Rep Fees	\$163,454	\$170,294	\$154,148
State Conference Dues	\$1,076	\$1,633	\$2,000
CBC Dues	\$7,270	\$6,158	\$7,500
Legal Fees	\$170,000	\$169,552	\$170,000
Arbitration/Mediation	\$10,000	\$6,472	\$10,000
Gender Equity Study	\$8,300	\$1,906	\$6,394
PR & Advertising Expenses/Lobbying	\$5,000	\$0	\$5,000
Accounting & Audit	\$11,800	\$18,200	\$15,000
Outside Services	\$7,015	\$6,985	\$7,500
Office Liability Insurance	\$12,700	\$1,772	\$1,900
Office Rent	\$17,399	\$17,205	\$10,800
Dues & Publications	\$850	\$986	\$1,000
Travel & Conferences	\$13,000	\$3,690	\$5,000
Membership Development Activities	\$8,500	\$10,211	\$12,000
Chapter and Membership Mtg.	\$7,400	\$6,835	\$7,500
Awards Dinner	\$2,100	\$2,257	\$2,500
Lecture	\$10,000	\$0	\$10,000
Dues Refunds	\$500	\$413	\$500
Postage & Xerox	\$1,700	\$901	\$1,500
Printing & Stationary	\$3,000	\$572	\$2,500
Telephone	\$4,300	\$5,169	\$5,500
Office Supplies & Services	\$3,200	\$3,935	\$4,200
Office Equipment	\$3,000	\$321	\$4,500
Repairs & Maintenance	\$1,000	\$140	\$1,000
Chapter Rebates	\$3,000	\$3,000	\$3,000
Miscellaneous	\$400	\$379	\$400
Total Expenses	\$1,002,579	\$969,036	\$994,087
EXCESS OF ACTUAL REVENUE OVER ACTUAL EXPENSES	<u>-\$306,047</u>	<u>-\$147,796</u>	<u>-\$71,251</u>

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)*

HOME ADDRESS _____
(street) *(city)* *(state)* *(zip)*

OFFICE PHONE _____ HOME 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
council@aaupumdnj.org
973.972.0776 (fax)
