

# AAUP-BHSNJ NEWS

Chapter Newsletter

Volume I, No. 1

Winter 2018

## Clinical Incentive Plans

Last summer, the AAUP reached an agreement with the RBHS administration for a pilot clinical incentive program. The Program provides for the payment of \$8.5 million in bonuses over a 3-year period to NJMS/RWJMS faculty who work clinically for at least 20% clinical effort. The first of these annual bonus payments will be paid out **December 29, 2017**.

The specifics of the Program can be found at: <http://aaupbhsnj.org/rutgers-health-group-clinical-incentive-pilot-program.html>

Despite initial RBHS demands, the AAUP succeeded by increasing the initial money offered, keeping faculty control over value incentives, and limiting the program to only 3 years. In addition, we objected to the unequal distribution of the incentive pool among the various schools and were particularly concerned about the inadequate allocation to NJMS. For that reason, by the third year of the program – 2018/2019 – there will be a single pool of \$3 million to be paid out in incentives to clinical faculty.

**Rest assured that the AAUP Council does not view the new incentive program as a paradigm for how clinical compensation decisions will be made in the future, and we added wording to ensure that the Program is not a precedent in any future negotiations.**

We are acutely aware that there are systemic problems with how faculty are paid. These include disparities in compensation between long-term faculty and those recently hired, as well as inequities based on gender. The AAUP is committed to fair and equitable compensation for all our faculty.

## Merit Increases

In addition to the Clinical Incentive Plan above, we negotiated a mechanism for merit increase distributions, which will be paid out **December 15, 2017**. They will range from 1.5% to 7.0%.

## RWJ Barnabas Alignment

A few months ago, Rutgers University announced a Letter of Intent (LOI), which is a proposed privatization of clinical services. The deal envisions that Rutgers sell all of its rights to revenue and management of clinical revenue to RWJ Barnabas. In exchange, RWJ Barnabas would funnel money towards Rutgers research, space, equipment, and management. This raises many concerns for us, specifically the prospect of faculty being forced into RWJ Barnabas locations with uncertain compensation and workload schemes. Finally, this may adversely affect University Hospital. The Union will work to protect our faculty's interest.

## Preparing for the new 2018 AAUP-BHSNJ & Rutgers Collective Bargaining Agreement

We are looking forward to negotiating the new collective bargaining agreement, which (if negotiated on time) will go into effect July 1, 2018. There are range of issues we hope to address including:

- Compensation Inequity Issues
- Proper Clinical Incentives
- Fringe Benefits (including healthcare cost-sharing and retirement)
- Salary Increases and Evaluations
- Job Security for Non-Tenured Track Faculty

We would like to thank those on our Negotiations Advisory Board, listed below:

Roger Johansen, RSDM, Chief Negotiator  
Pranela Rameshwar, NJMS  
Catherine Monteleone, RWJMS  
Jeffrey Levine, RWJMS  
John Bogden, NJMS  
Emanuel Goldman, NJMS  
Nicholas Ponzio, NJMS  
Loren Runnels, RWJMS  
Paul Langer, NJMS  
Dennis Grech, NJMS  
Lawrence Frohman, NJMS  
Rula Ptoush, SN  
Claire O'Connell, SHP  
William Halperin, SPH  
Robert Vietrogowki, Library

### Your 401a, (UMDNJ BAP to ABP)

For those of you still enrolled in the UMDNJ BAP (Benefits Assistance Program), you have until **January 1, 2018** to switch to the Rutgers University ABP (Alternative Benefit Program and Trust). If you do not make a selection, you will remain in the BAP. At this juncture, do not be concerned if you do not know which option to select. Those eligible will get a letter explaining this choice and an application form in the mail from the University.

Those of you with incomes exceeding the Federal IRC of \$270,000 may want to stay with the BAP. It allows you to contribute 5% of your salary after-tax with the University kicking in another 8% contribution (also after-tax). The Rutgers University ABP Trust does not contain this feature.

### FILL-OUT THE FACULTY SURVEY

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*Happy  
Holidays*  


## Congrats to our new Lt. Gov-Elect Sheila Oliver!



This fall, AAUP President Roger Johansen and Executive Director, Diomedes Tsitouras had the pleasure of meeting with the next Lt. Governor of New Jersey. She and a number of other higher education unions met and discussed topics ranging from issues confronting University Hospital to the Governor's plan to make community colleges more affordable. The AAUP-BHSNJ is looking forward to familiarizing Ms. Oliver and the Governor-elect on issues facing Rutgers faculty.

Recently, we have hired a lobbyist. Peter Guzzo of TTP Government Relations. He will be invaluable in building relationships between our AAUP union and key stakeholders throughout the state.

## Appointments and Promotions

On September 18<sup>th</sup>, the administration unilaterally announced a new version of the Guidelines on Appointments and Promotions. We have significant concerns regarding these changes, including the lack of flexibility given to faculty in changing tracks, the lack of transparency in applying criteria, and the ability of faculty to be promoted to leadership positions. We will be relaying these concerns to the administration.

## Membership Coordinator Hired

The AAUP-BHSNJ would like to welcome Marisa Jimenez as our new Membership Coordinator. She joins us from the Rutgers AAUP-AFT, where she worked closely with their organizing and communications staff. Over the coming months, she will be reaching out to find ways in which you can engage with us. As part of this effort, she will also focus on ensuring that you and your colleagues are Voting Members.

Almost 50 years ago, the AAUP-BHSNJ (formerly UMDNJ) was founded on the idea of promoting the highest standards of excellence in education, research, clinical care, while simultaneously maintaining an equitable and high-quality work life. We have advocated and received millions of dollars for faculty members, which ordinarily would not have been dispensed.

In order to join the AAUP-BHSNJ, a faculty member must **sign a Voting Member form**, which can be obtained by emailing [membership@aaupbhsnj.org](mailto:membership@aaupbhsnj.org) or calling 201-686-9289.

## AAUP STAFF

EXECUTIVE DIRECTOR

*Diomedes Tsitouras*

OFFICE MANAGER

*Birthe Jensen*

SENIOR LABOR REPRESENTATIVE

*Robert Witkowski*

JUNIOR LABOR REPRESENTATIVE

*Samuel Monitto*

MEMBERSHIP COORDINATOR

*Marisa Jimenez*

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## 2016-2017 AAUP COUNCIL

### OFFICERS:

President: Roger Johansen, Restorative Dentistry  
RSDM

Vice President: Catherine Monteleone, Medicine  
RWJMS

Secretary/Treasurer: Emanuel Goldman,  
Microbiology & Mol. Genetics, NJMS

Past President: Cheryl Biber, Restorative Dentistry  
RSDM

### AT-LARGE REPRESENTATIVES:

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Rocco Carsia, Cell Biology Rowan-SOM

Frederick Lepore, Neurology RWJMS

Michael Matisse, Neuroscience & Cell Biology  
RWJMS

Howard Denenberg, Anesthesiology RWJMS

Loren Runnels, Pharmacology RWJMS

William Halperin, Epidemiology SPH

Claire O'Connell, Physician Assistant Program, SHP