



*"I have been very impressed with the strong advocacy efforts the AAUP has made... It is nice to know that the Union has my back."*

■ DR. AMIR NASIR, M.D.

*"Our efforts within the AAUP assures that our faculty will be co-creators of the policies and practices that affect the research, clinical and service enterprises."*

■ DAVID GREGORIO, Ph.D



## About Us

The American Association of University Professors–Biomedical and Health Sciences of New Jersey (AAUP-BHSNJ) is an independent, non-profit organization that represents 1,500 faculty at Rutgers/Rowan Universities. These faculty teach the next generation of doctors, nurses, scientists, and health professionals. The Association furthers the interests of faculty by bargaining for improvements in clinical compensation, researcher incentives, work/life balance, and other benefits. We also defend members from discriminatory treatment and provide individual advice on an array of issues. In addition, we advocate for our students, patients, and colleagues in Trenton by advancing legislation which promotes their interests.



# The Faculty's Union

**aaup**  
**BHSNJ** BIOMEDICAL AND HEALTH SCIENCES OF NEW JERSEY

## Faculty We Represent

- New Jersey School of Medicine
- Robert Wood Johnson School of Medicine
- School of Dental Medicine
- School of Health Professions
- School of Nursing
- School of Osteopathic Medicine (Rowan University)
- School of Public Health

### Website

[www.aaupbhsnj.org](http://www.aaupbhsnj.org)

### Facebook

[www.facebook.com/RUaaupbhsnj/](http://www.facebook.com/RUaaupbhsnj/)

### Phone

732-235-4196



## Join Us

Becoming a voting member of the AAUP is important so that our organization stays strong and effective. We at AAUP-BHSNJ believe that our universities should be models for faculty engagement and provide a high-quality work environment for everyone. Quite simply, if Rutgers and Rowan are to become among the best academic health centers, they must start by becoming national leaders in their treatment of faculty. Contact our Membership Coordinator Marisa Jimenez at **201-686-9289** or **membership@aaupbhsnj.org** to sign-up.

## Key Accomplishments

- ▶ Bargained longer appointments for in-residence faculty.
- ▶ Negotiated two rounds of clinical incentive plans as well as merit pay increases.
- ▶ Preserved 8% match to salaries that exceed \$141,000 for pension plans.
  - ▶ Fought to preserve tenure in school bylaws.
  - ▶ Bargained tuition remission benefit, which can also be used for CMEs.
  - ▶ Defended faculty members threatened by lawsuits, nonrenewal, and other degrading treatment.

## Council Officers



**Roger Johansen, D.M.D.**  
*President*



**Catherine Monteleone, M.D.**  
*Vice-President*



**Emanuel Goldman, Ph.D.**  
*Secretary-Treasurer*



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