

AAUP-BHSNJ @ School of Nursing

Increases to Base Pay

- For the 2018-2022 contract we successfully bargained several rounds of pay increases: \$5035 for FY23, 3.5% for FY 24, 3.25% for FY 25 (merit), and 3.5% for FY 26.
- Expanded Out-of-Cycle Language

Parental Leave

- 6 weeks paid recuperative (use of sick days if you have, paid time off if you do not have sick days)
- 8 weeks paid bonding (no use of sick, vacation, float)

Set Minimum Salary Benchmark at 35% AAMC Rank

School of Nursing faculty are poorly paid relative to their colleagues nationally. To offset this, we were able to secure contractually mandated minimum benchmarks for total fixed compensation (base salary plus faculty practice supplement, if applicable) to 35% of the AAMC benchmark for rank and specialty.

Establishment of a Pay Equity Program

We have long advocated for the closing arbitrary pay gaps. We have now been able to win agreement to establish a program to address these discrepancies. Faculty who believe they are not fairly paid can put in for an equity salary request, and also have the right to grieve the determination if it is still not adjusted. We are working closely with the AAUP-AFT, the legacy faculty union to perfect this process at the University.

Workload Article

The new collective bargaining agreement contains an updated workload policy, which also updates overload pay amounts (now based on PTL pay).

Job Security for both Tenured and Non-Tenure Track Faculty

Unfortunately, we have represented a number of faculty members which have had their reappointments non-renewed for arbitrary or retaliatory reasons. Renewal of appointments should be based on job performance and nothing else. Our new union contract includes multi-year appointments for certain Assistant Professors. (Previously, many long-time Assistant Professors were subject to annual appointments.) Also, AAUP-BHSNJ tenured faculty historically have been subject to less rigorous dismissal procedures than other Rutgers tenured faculty. We recently secured tenured protection based on Policy 60.5.1, which is a much stronger form of protection.

