



**RUTGERS**  
THE STATE UNIVERSITY  
OF NEW JERSEY

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# AGREEMENT

Between

## Rutgers

## The State University

and

## Rutgers Council

## of the

## American Association of

## University Professors

## Chapters

July 1, 1977—June 30, 1979

X-6/79

AGREEMENT

BETWEEN

RUTGERS THE STATE UNIVERSITY

OF NEW JERSEY

and

RUTGERS COUNCIL

of the

AMERICAN ASSOCIATION OF

UNIVERSITY PROFESSORS

CHAPTERS

July 1, 1977 - June 30, 1979

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## AGREEMENT

This Agreement between Rutgers, The State UNIVERSITY (hereinafter called the "UNIVERSITY") and the Rutgers Faculty, represented by the RUTGERS COUNCIL OF THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS CHAPTERS (hereinafter called the "AAUP") is made and entered into on this second day of February, 1979.

## I--PURPOSE

The parties recognize and declare that it is their mutual goal to maintain a harmonious relationship in determining conditions of employment. To this end they mutually enter into this agreement intended to state the employment relations between the UNIVERSITY and the AAUP.

## II--ACADEMIC FREEDOM

The parties hereto recognize the principles of academic freedom as adopted by the University's Board of Governors on January 13, 1967.

## III--RECOGNITION

1. The UNIVERSITY recognizes AAUP as the sole and exclusive bargaining representative of all Rutgers University faculty members, teaching assistants and graduate assistants as hereinafter defined. Groups of employees may be added or deleted by mutual consent of the parties.

2. The terms "faculty member" and "faculty members" shall include all of the following academic personnel currently employed or to be employed by Rutgers to discharge at least one-half (50%) of a full-time academic job assignment:

(a) All faculty members with the rank of professor, associate professor, assistant professor, instructor, assistant instructor, lecturer, research associate and adjunct faculty who are engaged in instruction, research, or other academic service; and

(b) Members of the research, library, general extension, and cooperative extension staffs and those others, who, by virtue of University regulations hold equivalent rank (see Appendix A) to the faculty categories enumerated in (a) above.

3. The terms "graduate assistant" and "graduate assistants" and "teaching assistant" and "teaching assistants" shall include all University personnel holding the titles of graduate assistant and teaching assistant.

4. Excluded are all officers of administration including deans, associate deans, assistant deans, assistants to deans, academic directors who are not engaged in instruction or research for 50% or more of their time during the academic year, visiting professors, honorary professors, fellows, all members of the coadjutant staff, all those persons who administer or help to administer a major academic unit or program of the University, and all other employees of the University.

5. Teaching assistants and graduate assistants shall be covered by this Agreement except to the extent specifically provided for herein.

#### IV--NONDISCRIMINATION

There shall be no discrimination by the UNIVERSITY or AAUP against any member of the bargaining unit in reappointment or promotion as bargaining unit members because of race, creed, color, sex, religion, nationality, marital status, age, sexual orientation, membership or non-membership in or activity on behalf of the AAUP.

#### V--DEDUCTION OF PROFESSIONAL DUES

The UNIVERSITY agrees to deduct on a pro-rata basis from each bi-weekly pay check the annual AAUP professional dues of each member of the bargaining unit as defined herein, who furnishes a voluntary written authorization for such deduction, on a form acceptable to the UNIVERSITY. Each member of the bargaining unit may cancel such written authorization by giving written notice of such cancellation to the UNIVERSITY and AAUP only between December 14 and December 31 of any year to be effective January 1 of the ensuing year. The amount of AAUP professional dues shall be such amount as may be certified to the UNIVERSITY by AAUP at least thirty (30) days prior to the date on which deduction of AAUP professional dues is to be made. Deductions of AAUP professional dues made pursuant hereto shall be remitted by the UNIVERSITY to AAUP every four weeks, together with a list of names of members of the bargaining unit from whose pay such deductions were made.

#### VI--DESIGNATION OF AAUP REPRESENTATIVES AND THEIR PRIVILEGES

1. The UNIVERSITY and AAUP agree to recognize the designated representatives of each for the purposes of collective negotiations, such designation to be made in writing by each party to the other. This designation shall not preclude others, in reasonable numbers, from attending collective negotiations at the invitation of either party for the purpose of providing factual knowledge or expertise with respect to a particular subject for collective negotiations.
2. The UNIVERSITY agrees that one faculty member designated by AAUP may devote a portion of his or her professional time to official AAUP business. The UNIVERSITY will assign one teaching assistant to the department in which the designated faculty member functions, for the benefit of that faculty member. In addition, the Vice-President for University Personnel shall in writing inform appropriate deans, and other academic officers serving as superiors to the duly elected officers of the AAUP, of the identity of the AAUP officers, and the nature of their responsibilities.
3. Representatives of AAUP shall be permitted to transact official business on University property at all reasonable times, provided that this shall not interfere with or interrupt normal University operations.

4. AAUP and its representatives shall have the right to use University buildings at all reasonable hours for meetings provided they follow regular University procedures.

5. AAUP shall have the right to make reasonable use of the University facilities and equipment, including duplicating, computing and office equipment, and available audiovisual equipment, all in accordance with University procedures. AAUP shall pay reasonable costs for the use of facilities and equipment.

6. AAUP shall have the right to post bulletins and notices, to the employees it represents, relevant to official AAUP business, without seeking permission or approval.

7. A packet of materials prepared by AAUP and provided to the administration in sufficient numbers shall be sent to each new bargaining unit member of the University as part of the total package sent by the University prior to employment.

## VII--SALARY PROVISIONS

Subject to the appropriation of and allocation to the University by the State of adequate funding for the specific purposes identified for the full period covered by this Agreement, the following economic provisions shall apply:

### I. FACULTY SALARY PROVISIONS

#### A. Fiscal Year 1977-78 (Except Persons Covered by Section C)

1. Retroactive to July 1 and in accordance with applicable statutory limits in existence on July 1, 1977, a five percent (5%) increase across-the-board shall be granted to all faculty members\* who were on the payroll as of June 30, 1977 and whose employment continued beyond that date at least until December 31, 1977.
2. On the appropriate anniversary date each eligible\*\* faculty member\* shall receive a salary increment in range in an amount as indicated on the 1977-78 Faculty Salary Schedule included as Appendix B.
3. Each full-time member of the faculty with one year or more of service as of December 31, 1977, and, whose base salary was \$15,000 per year or less as of that date shall be entitled to a one-time cash payment of \$75.00. Such payment shall not constitute a modification of the current compensation plan.

B. Fiscal Year 1978-79 (Except Persons Covered by Section C)

1. A five percent (5%) increase across-the-board shall be granted on July 1, 1978--in accordance with applicable statutory limits--to all persons who were members of the faculty on June 30, 1978 and whose employment continued beyond that date.
  2. On the appropriate anniversary date, each eligible\*\* faculty member\* at steps below step eight shall receive a salary increment in range in an amount as indicated on the 1978-79 Faculty Salary Schedule attached as Appendix C.
  3. On the appropriate anniversary date on or after July 1, 1978, faculty members who were positioned on step eight of the 1977-78 salary schedule shall have their salaries "equalized" to step nine of the 1978-79 schedule in accordance with applicable statutory limits in those salary ranges which include step nine.
  4. Each full-time member of the faculty with one year or more of service as of June 30, 1978 and whose base salary is \$15,000 per year or less as of that date shall be entitled to a one-time cash payment of \$75.00. Such payment shall not constitute a modification of the current compensation plan.
- \* Except that faculty members who presently are beyond the maximum of their salary range will be "equalized" to the step in the new range whose dollar amount is next higher above their 1976-77 salary.
- \*\* "Eligible" refers to those faculty members who meet the requirements of paragraphs A.1 and B.1 and who are not at the maximum of their salary range.

C. Adjustments for Certain Senior Faculty Members

Effective December 31, 1977, faculty members who at that time were at a salary of \$42,500 per annum will receive increases as follows:

1. Faculty members will be paid on the 1978-79 Faculty Salary Schedule (Appendix C) at the next higher step above \$42,500 appropriate to their range.
2. Faculty members will then receive a one-step increase on the 1978-79 schedule and shall receive salary at that figure retroactive to December 31, 1977.
3. The figure established in paragraph C.2 above shall constitute the faculty member's salary from December 31, 1977 to the end of the 1978-79 fiscal year.

D. Faculty Promotional Salary Adjustment - 1977-78 and 1978-79

1. Promotional adjustment for faculty promoted to the ranks of instructor or assistant professor shall be made prior to all other salary adjustments provided by this agreement which apply to the faculty member and shall be made on the salary schedule in effect prior to the effective date of promotion.

On the effective date of promotion to the ranks of instructor and assistant professor such promoted faculty shall be adjusted by the following formula:

- a. The salary is increased by one increment in the faculty member's current salary range.
  - b. The range and step in the matrix of ranges appropriate to the new rank shall be determined by seeking the step that is equal to, or, if no step is equal, to the next higher step, than the amount derived from 1.a. above by surveying the available ranges and steps in the following manner:
    - (1) Begin with the lowest range in the new rank and examine the dollar amount of its steps successively from one through four;
    - (2) Then, if the appropriate dollar amount has not been reached, examine step three of the next higher range followed by step four of the same range.
    - (3) If the appropriate dollar amount has not been reached, then examine step 3 followed by step 4 of each succeeding higher range, and so on.
    - (4) If, having arrived at step 4 of the highest range appropriate to the rank, the required salary has not been reached, move through the remaining steps of that range.
2. Promotional adjustment for faculty promoted to the ranks of associate professor and Professor I shall be made prior to all other salary adjustments provided by this Agreement which apply to the faculty member, and shall be made on the salary schedule in effect prior to the effective date of promotion.

On the effective date of promotion to the ranks of associate professor and Professor I such promoted faculty shall be adjusted according to the following formula:

- a. The salary is increased by one increment in the faculty member's current salary range.

b. The range and step in the matrix of ranges appropriate to the new rank shall then be determined by seeking the step that is equal to, or if no step is equal, to the next higher step than the dollar amount derived from 2.(a) above, and by surveying the available ranges and steps by one of the two methods below depending on the faculty member's original step:

(1.) If the faculty member's original step in the former range was five through eight:

- (a) Begin with the lowest range appropriate to the new rank and examine the dollar amounts of its steps successively from one through four;
- (b) If the appropriate dollar amount has not been reached, examine steps three and four of each succeeding higher range;
- (c) If, having arrived at step four of the highest range appropriate to the new rank, the required salary has not been reached, move through the remaining steps of that range.

(2.) If the faculty member's original step in the former range was one through four:

- (a) Begin with the lowest range appropriate to the new rank and examine the dollar amounts of its steps successively from one through three;
- (b) If the appropriate dollar amount has not been reached, examine steps one through three of each succeeding higher range;
- (c) If, having arrived at step 3 of the highest range appropriate to the new rank, the required salary has not been reached, move through the remaining steps of that range.

c. Under special circumstances, one additional increment will be applied in 2.a. above.

#### E. SUPPLEMENTAL SALARY-ADJUSTMENT PROGRAM

##### 1. FUND A

A sum not to exceed \$100,000 shall be used to make adjustments to the base salaries of selected, eligible members of the faculty. The one hundred thousand dollars shall be derived from the 1977-79 salary-adjustment authorization. All funds will be administered under uniform guidelines established by the parties to this Agreement. (Faculty members at the maximum step of the highest range appropriate to their rank shall be eligible for a one-time cash payment.)

Each salary adjustment under Fund A shall recognize and reward a faculty member:

- a. whose overall performance across the major areas of academic service appropriate to his or her assignment and rank is evaluated as "outstanding"; and,
- b. who, in an appropriate period of years, has made one or more noteworthy professional contributions which distinguish him or her.

The administrative procedures governing Fund A shall be promulgated to the faculty on or before September 15, 1978. Fund A shall be administered in the period March 1 through April 30, 1979.

Salary adjustments under Fund A shall be made retroactive to July 1, 1978.

An award under Fund A may not elevate the base salary of a faculty member above the salary maximum for his or her rank according to the provisions of this Agreement.

## 2. FUND B

A sum not to exceed \$196,000 of salary-base money shall be derived from the 1977-79 salary-adjustment funds authorized for payment to the Rutgers University faculty. It shall be used to up-grade the salaries of eligible members of the faculty with one or more years of service at the University as of July 1, 1978 whose compensation is below that of comparable colleagues and whose credentials, experience and professional contributions are of a superior quality.

Consideration for individual adjustment under this fund must be based on the individual's record of performance and on salary history as determined by comparison of the individual's salary relative to the salary of others. Comparison with peers at other institutions is strictly prohibited as a basis for consideration.

## 3. FUND C PROMOTION EQUITY ADJUSTMENTS

A fund of \$81,000 has been established to provide salary adjustments for certain faculty members who were promoted to associate professor or Professor I during 1975-76 or 1976-77.

All faculty promoted to these ranks in 1975-76 or 1976-77 shall have their salary range and step history reviewed and may be determined to be eligible for a salary adjustment.

## II. TEACHING AND GRADUATE ASSISTANTS -- SALARY PROVISIONS

### A. Fiscal Year 1977-78

1. Retroactive to July 1, 1977, each step of the teaching assistant/graduate assistant salary range shall be increased by an amount equal to five percent (5%).

2. All teaching assistants and graduate assistants who were on step one of the teaching assistant/graduate assistant salary range in 1976-77 and who have been re-employed as teaching or graduate assistants for the academic or fiscal year 1977-78 shall be moved to step two of the existing salary range.
3. All teaching assistants and graduate assistants who were on step two of the teaching assistant/graduate assistant salary range in 1976-77 and who have been re-employed as teaching or graduate assistants for the academic or fiscal year 1977-78 shall be moved to step three of the existing salary range.
4. Each full-time teaching assistant and graduate assistant with one or more year(s) of continuous service as a teaching or graduate assistant as of June 30, 1978 shall receive a cash payment of \$75.00.

B. Fiscal Year 1978-79

1. Effective July 1, 1978 each step of the teaching assistant/graduate assistant salary range shall be increased by an amount equal to five percent (5%).
2. All teaching assistants and graduate assistants who were on step one of the teaching assistant/graduate assistant salary range in 1977-78 and are re-employed as teaching or graduate assistants for the academic or fiscal year year 1978-79 shall be moved to step two of the salary range.
3. All teaching assistants and graduate assistants who were on step two of the teaching assistant/graduate assistant salary range in 1977-78 and are re-employed as teaching or graduate assistants for the academic or fiscal year 1978-79 shall be moved to step three of the salary range.

VIII--FRINGE BENEFITS

1. During the life of this Agreement full-time bargaining unit members and eligible dependents shall be eligible for participation in the eye care program established by the State.

This program shall provide for up to a \$15 payment for prescription eye-glasses with regular lenses and up to a \$20 payment for such glasses with bifocal lenses. Each eligible employee and dependent may receive only one payment during the two-year period this program will be in effect.

2. Effective June 1, 1978, and for the life of the Agreement, full-time employees of the bargaining unit and eligible dependents shall be eligible to participate in a dental care program established by the State.

Participation in the program is voluntary; each participating employee will authorize a bi-weekly salary deduction not to exceed 50% of the cost of the type of coverage selected. Coverage can be for employee only, parent and child, family, or employee and spouse. There will be only one opportunity to enroll; once enrolled, participation will be mandatory.

3. The Prescription Drug Program which the State has initiated shall be extended to all full-time members of the bargaining unit eligible for membership in the State Health Plan effective on or about July 1, 1976. The conditions of eligibility, the rate of deductible, the specific coverages and the other elements of the program including its administration shall be as provided and as established by the State.

This economic provision is contingent upon the State Legislature's enacting an appropriation of funds for this specific purpose and the availability of such funds for the implementation of this provision.

#### IX--GRIEVANCE PROCEDURE

- A. A grievance under this Article IX is defined as:

##### Category One:

An allegation that, with respect only to those provisions of this Agreement which affect terms and conditions of employment as that concept has been defined by law, there has been a violation of such a provision or provisions of this Agreement which has affected the terms and conditions of employment of a member or members of the bargaining unit. Excluded are (a) all matters defined grievable under the terms of other grievance procedures between the University and the AAUP; (b) an allegation that in the evaluation of the grievant for reappointment, promotion and/or tenure, a University Regulation, an established practice or a provision of this Agreement was violated in the failure to award reappointment, promotion and/or tenure to the grievant; (c) any claimed violation of University Regulations or this Agreement or established policy or practice regarding reappointment of Teaching Assistants/Graduate Assistants.

or

##### Category Two:

An allegation that, with respect only to those University policies, agreements, administrative decisions or Regulations which affect terms and conditions of employment as that concept has been defined by law, there has been a misrepresentation, misapplication or violation of such a University policy, agreement, administrative decision or Regulation which has affected the terms and conditions of employment of a member or members of the bargaining unit. Excluded are (a) all matters defined grievable under the terms of other grievance procedures between the University and

the AAUP; (b) an allegation that in the evaluation of a grievant for reappointment, promotion and/or tenure, a University Regulation, an established practice or a provision of this Agreement was violated in the failure to award reappointment, promotion and/or tenure to the grievant; (c) any claimed violation of University Regulations or this Agreement or established policy or practice regarding reappointment of Teaching Assistants/Graduate Assistants.

A grievance under this Article may be filed by a bargaining unit member or members, if more than one member has been affected, or by the AAUP.

Any matter which is mandated by law to be a subject of a grievance procedure of the Agreement and which has not been provided for herein shall be deemed a Category Two grievance.

B. Requirements for Filing.

A grievance must be filed in writing within 30 working days of the date on which the grievant should reasonably have known of its occurrence. The written statement of the grievance shall specify whether the grievance is a Category One or a Category Two grievance or both; shall contain a statement of the facts surrounding the grievance, and shall specify the provision or provisions of this Agreement, Regulations, policies, agreements or administrative decisions which have allegedly been violated, misapplied or misinterpreted; and the relief sought.

Grievances submitted from New Brunswick shall be delivered to the Office of the Vice President for University Personnel, in which case the delivery date will establish the timeliness of the filing. Grievances submitted from the Camden and Newark Campuses as well as other locations outside New Brunswick shall be sent by United States mail to the Vice President for University Personnel in which case the postmark date will establish the timeliness of filing.

C. Grievances shall be processed in the following manner:

STEP ONE

The grievance shall be submitted to the Vice President for University Personnel as set forth in "B" above. Within 45 working days of the receipt of the grievance, the Vice President for University Personnel shall render a written response. The Vice President for University Personnel or his or her designee(s) may conduct such investigation as he or she may require in order to render a written response, including meeting(s) with the grievant. The grievant will have the opportunity to meet with the Vice President or his or her designee if the grievant requests such a meeting within 10 working days of the filing of the grievance. The meeting shall occur within 10 working days of the request.

In connection with the processing of step one grievances: When such grievances fall in whole or in part into Category One, the grievant may be assisted by up to two representatives designated by the AAUP both of whom shall be members of the bargaining unit and/or AAUP staff; when such

grievances fall entirely into Category Two, the grievant may be assisted by up to two representatives approved by the AAUP both of whom shall be members of the bargaining unit and/or AAUP staff; provided, however, that at any grievance meeting held under step one (whether Category One or Category Two) neither of the grievant's representatives nor the University's representatives or designees shall be attorneys.

The grievant, simultaneously with submitting the grievance to the Vice President for University Personnel, shall also submit a copy of the grievance to the AAUP.

The Vice President for University Personnel, simultaneously with submitting his or her written response to the grievant, shall also submit a copy of the response to the AAUP.

#### STEP TWO - ARBITRATION

If the AAUP is not satisfied with the disposition of the grievance at step one, the AAUP may upon written notification to the Vice President for University Personnel, within 15 working days of the receipt of the step one response, appeal the grievance to a tripartite arbitration panel.

The arbitration panel shall conduct a hearing and:

##### Binding Arbitration

- (1) In the case of Category One grievances, render a decision which shall be final and binding on the AAUP, the grievant(s) and the University;

or

##### Advisory Arbitration

- (2) In the case of Category Two grievances, render a recommendation to the Office of President for final and binding decision. Such decision will be rendered within 15 days of receipt of the arbitration panel report.

#### D. Arbitration Panel

The arbitration panel shall be comprised of one representative designated by AAUP, one representative designated by the University and one neutral third party mutually acceptable to both. The University and the AAUP representatives shall be employees of Rutgers. The arbitration panel shall be designated within 20 working days of the date of filing the step two appeal. In the event that parties cannot agree on a neutral third party within the time limit specified above, that member shall be selected through a challenge procedure as agreed upon by the parties; to this agreement.

The arbitration panel's decision or recommendation shall be rendered in accordance with law.

Any party may request a stenographic record. If such transcript is agreed upon by the parties, or in appropriate cases determined by the neutral arbitrator, to be the official record of the proceeding, it must be made available to the arbitrator, and to the other party for inspection, at a time and place determined by the arbitrator. The total cost of such a record shall be shared equally by those parties that order copies.

E. Miscellaneous

1. "Working Days" are all days on which the administrative offices of the University are open for business as specified in the administrative calendar consistent with the academic or calendar year appointment of the grievant(s).
2. The time limits prescribed for each decision making may be extended at any time as may be mutually agreed upon in writing by the parties to this Agreement.

The grievance may proceed from step one to step two if the written response called for at step one is not made within the time limit provided and the AAUP gives written notification of appeal to the Vice President for University Personnel within 15 working days after the date on which the step one response was due.

A contention by the University that the grievance is not timely filed shall be expeditiously submitted to binding arbitration unless the parties to this Agreement mutually agree otherwise. Until the timeliness matter is resolved, the grievance filed shall remain in abeyance.

3. In order to assist AAUP in its determination as to whether or not the grievance should be pursued beyond step one, the Vice President for University Personnel or his or her designee, upon request of AAUP, shall make available to the AAUP a copy of the written policy, Regulation, agreement or administrative decision affecting terms and conditions of employment as defined by law, cited in his or her written response as a basis of its answer to the grievance.
4. Whether or not pursued, this procedure shall constitute the sole and exclusive right and remedy of bargaining unit members and the AAUP for any and all claims cognizable under this procedure. A written response at step one which is not appealed to step two, by written notification to the Vice President for University Personnel within 15 working days of the receipt of the step one response shall be considered a binding and final settlement of the grievance. If there is no written response at step one and the AAUP does not timely proceed to step two, the grievance shall be considered as having been withdrawn.

Exception as to Category Two Grievances. If the AAUP does not timely invoke step two, and the AAUP and/or the grievant(s) commence a Court proceeding pertaining to the grievance within 30 working days of the last date upon which the AAUP could have timely invoked step two, the defenses of exhaustion of remedies or exclusivity of the grievance procedure will not be available to the University in such Court proceeding. Nothing contained herein shall be construed or implied as a recognition by the University that the AAUP and/or grievant has any enforceable right against the University with respect to any misinterpretation, misapplication or violation of University policy, agreement, administrative decision or Regulation.

#### X--REAPPOINTMENT/PROMOTION

1. Each faculty member who is to be considered for reappointment or promotion shall be notified by the department chairperson at least thirty (30) days in advance that said consideration shall take place. The faculty member may submit to the department chairperson a curriculum vitae and any other documents or materials he/she wishes to have considered. A list, compiled by the faculty member, of the documents submitted to the chairperson shall be attached to the promotion packet. It shall be the responsibility of the chairperson to circulate that material, together with any other relevant material, to the appropriate reviewing bodies.

If any document or documents, other than confidential outside letters of recommendation and the official reappointment/promotion forms and supplements thereto, are added to the promotion packet, a copy of said document(s) shall be transmitted immediately to the candidate; the candidate shall have the right to submit a response or rebuttal within five (5) days. The response shall be directed to that level of the evaluation at which the added document was received and shall become a part of the promotion packet. With the exception noted above, no other materials or documents may be introduced by the candidate after the review process has commenced.

With the exception of confidential outside letters of recommendation solicited in accordance with University Regulations and those documents which are generally public knowledge such as published student evaluations, published articles and other similar documents, only those materials in the official file (Article XVIII) may be used in conducting the review.

2. The candidate shall be notified of the departmental decision by the department chairperson in writing within five (5) days from the date such decision is made. The candidate will be notified in writing by the Dean or his designee of the final decision in the particular personnel action within ten (10) days of receipt of the knowledge that the final decision by the appropriate person or Committee has been made.

3. Each faculty member who is appointed or reappointed shall be given a written statement of the conditions for consideration for future reappointment, or a statement of non-reappointment. At the request of the faculty member a written statement of the reasons for the non-reappointment shall be provided.

4. Faculty members who hold temporary titles may be considered for other appointments in accordance with regular University practices and policies.
5. For candidates in the first year of service requiring recommendation for reappointment, the departmental process shall be initiated no later than the last week of the first semester of service and shall be completed in time to conform to the appropriate date of notification as specified in University Regulations.
6. For candidates beyond the first year of service, the departmental recommendation shall be forwarded at least one month prior to the required date of notification.
7. The University shall transmit to AAUP within ten (10) working days of final decision written notice of each denial of promotion and tenure.

XI--TEACHING ASSISTANT/GRADUATE ASSISTANT  
PERSONNEL GRIEVANCE PROCEDURE

1. A grievance under this Article XI is defined as any claimed violation of University Regulations or this Agreement or established policy or practice regarding reappointment of Teaching Assistants/Graduate Assistants, and excludes all other grievance procedures and the matters grievable under their terms.
2. At any step in the grievance procedure, the grievant may request participation of an AAUP-appointed representative. A maximum of two such representatives may be active at any one time.
3. This procedure is designed to expedite the resolution of problems which arise in connection with the reappointment of graduate assistants and teaching assistants at the University.
4. In each of the steps described below, the following conditions should be understood:
  - a. The teaching assistant or graduate assistant, hereinafter referred to as "grievant," may be accompanied by an observer and may be assisted by a representative in presenting the case.
  - b. The time limits prescribed for decision making may be extended at any time as may be mutually agreed upon in writing by the parties.
  - c. The substance of all proceedings will be confidential.
5. Step 1 - The grievant shall present the grievance to his or her supervisor within twenty (20) working days after knowledge of the occurrence of the event out of which the grievance arises. In the case of a teaching assistant, this usually will be the professor in charge of the course; for a graduate assistant, it will be the director of the research project on which he or she is working. Five (5) working days from initial presentation will be allowed for effective resolution.

Step 2 - If resolution is not achieved at step 1, the grievant shall address the matter to the chairperson of the department, or designee, within which he or she is employed. Five (5) working days from initial presentation will be allowed for effective resolution.

Step 3 - If resolution is not achieved at the earlier, informal steps, the grievant shall submit the appeal in writing, to the dean or director of the academic unit. Concurrently, a copy of the appeal shall be sent to the AAUP and to the Director, Office of Employment Counsel. Ten (10) working days from receipt of the written appeal will be allowed for effective resolution.

Step 4 - If the grievant does not achieve resolution at the preceding step, his or her case then should be presented to an Appeals Committee (appointed for a one-year term) to be comprised of three University-employed graduate students selected by AAUP and three University representatives selected by the Vice-President for Academic Affairs. The Committee should be allowed twenty (20) working days calculated from the date of its receipt of the case in dispute. Upon completion of its work, the Committee shall present its recommendation to the Vice-President for University Personnel. The Vice-President shall have twenty (20) working days following receipt of the Committee's report to accept, reject, or otherwise modify the recommendations. The Vice-President for University Personnel shall be deemed to have accepted the recommendations of the Appeals Committee if he/she takes no action within the prescribed period.

## XIII--TEACHING ASSISTANTS/GRADUATE ASSISTANTS

### 1. Criteria for Reappointment

The faculties of the various graduate schools shall, subject to the approval of the graduate dean, establish general criteria for the reappointment of Teaching Assistants and Graduate Assistants. Individual departments (department shall mean Federated Department where applicable) may, in consultation with currently employed Teaching Assistants and Graduate Assistants, establish more specific guidelines which shall not be inconsistent with the general criteria referred to above or applicable University Regulations. These guidelines shall be published no later than November 15, 1976, and made available to all Teaching Assistants and Graduate Assistants.

Criteria to be considered may include, but shall not be limited to academic merit, teaching and/or research effectiveness, length (or limitation on length) of service, departmental need, successful completion of qualifying exams, grade point average. The graduate dean shall approve the departmental criteria. Where there is a dispute, the appropriate Provost shall be the final authority.

### 2. Notice

All currently employed Teaching Assistants and Graduate Assistants shall be notified of their status for the coming academic year on or before March 31. Said notification shall be either 1) reappointment, 2) non-reappointment, 3) waiting list, with reappointment contingent upon the availability of funding

or meeting other established criteria. In all cases in which a Teaching Assistant or Graduate Assistant is placed on a waiting list, he/she shall be notified as to his/her status as soon as possible thereafter. Individual contract letters shall be issued to Teaching Assistants and Graduate Assistants upon appointment and reappointment.

### 3. Workload

Teaching Assistants and Graduate Assistants shall be notified on or before the first day of class of their assignment for the coming year. It is understood that unexpected course enrollment changes may require modification of the assignment. A Teaching Assistant or Graduate Assistant with a standard appointment shall be required to work an average of fifteen (15) hours a week (this average may be computed over the period of the appointment), or a prorated portion thereof if the appointment is less than standard.

## XIII--PROMOTION AND REAPPOINTMENT PACKET

The administration will furnish to the AAUP each year a copy of all material contained in the promotion and reappointment packet forms prior to their distribution.

## XIV--PROFESSIONAL DUTIES

The parties recognize that the University accomplishes a variety of academic and professional services including undergraduate, graduate, and professional instruction, research and community service. The professional duties required of the faculty shall be in accordance with the mission of the University.

Individual workload assignments of members of the bargaining unit shall be consistent with the practice of their department, program, or unit.

Claims of inconsistency with such practices by members of the bargaining unit shall be grievable as a Category Two grievance under the contract grievance procedure (Article IX).

## XV--REDUCTION IN FORCE

1. a. Except in the case of retirement for age, tenured faculty member(s) shall be terminated only: (1) for adequate cause as defined in University Regulation 3.94 and implemented by 3.95 through 3.99a; or (2) under extraordinary circumstances because of financial exigencies; or (3) when the teaching, research or extension program in which the faculty member is involved is terminated for reasons other than financial exigencies and said faculty member(s) cannot be properly prepared for alternative duties.

b. Except in the case of retirement for age, non-tenured faculty member(s) shall be terminated during the term of their appointment only (1) for adequate cause as defined in the University Regulation 3.94 and implemented by 3.95 through 3.99a; or (2) under extraordinary circumstances because of financial exigencies; or (3) when the teaching, research or extension program in which the faculty member is involved is terminated for reasons other than financial exigencies.

c. Except as specifically modified above, Section 3.93 page 50.11a (rev. 9/72) of the University Regulations shall continue in effect.

2. Where the University asserts that because of an existing or impending financial exigency it intends to terminate a faculty member or faculty members, it will present its proposal, with justification, to a joint committee composed of employees of the University who hold faculty status, three to be chosen by the University and three to be chosen by the AAUP, serving fixed terms, for evaluation by that committee. Except in emergency circumstances, the Committee shall be afforded at least fourteen days to review the University's proposal and to frame its recommendations. The Committee shall not modify any provisions of this Agreement nor assume the negotiating rights of the parties to this Agreement nor shall it consider the question of whether a financial exigency exists or is impending.

The University agrees that it will give full and fair consideration to the recommendations of the Committee prior to making the final determination. The committee may be convened at the request of either the University or the AAUP.

#### XVI--DISABILITY RESULTING FROM PREGNANCY

Disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom are, for all job-related purposes, short-term disabilities. All employment policies and practices involving commencement and duration of leave, availability of extensions, accrual of seniority and other benefits and privileges, and reinstatement and payment, shall be applied to disabilities due to the above causes as they are applied to other short-term disabilities incurred by members of the bargaining unit.

#### XVII--LEAVE OF ABSENCE WITHOUT PAY

Leaves of absence without pay up to two (2) years shall be granted to faculty members of the bargaining unit on request with the approval of the dean, department chairperson and New Brunswick chairperson where applicable; such approval may not be unreasonably withheld. A request shall ordinarily be made one year in advance; however, in the event of unusual circumstances (unanticipated occurrences) notice shall be given as promptly as possible.

A leave for personal convenience (such as, but not limited to, health, completion of a terminal degree) shall extend the term of appointment by the amount of the leave and the time shall not count in the probationary period, except that personal leave taken during the period following an unconditional notice of non-reappointment, shall not extend the term of the appointment. Leaves for professional development (such as, but not limited to visiting lecturer at another institution, governmental internship, or consulting and similar activities) shall be included in the probationary period.

In the event a leave for personal convenience is taken for one semester, the faculty member may, at his/her option, have the entire year excluded from the probationary period and the period and length of the appointment shall be correspondingly extended. During the alternate semester the prefix "adjunct" shall be used in the title of the person claiming exemption from the probationary period. A statement in writing to exclude the alternate semester shall be submitted by the faculty member to the Dean or Director immediately before or immediately after the actual leave and shall be part of the personnel file. This option, which excludes the entire year and correspondingly extends the appointment period, may be exercised retroactively by those faculty who have already taken personal leave under revised 60.1, but shall not apply to faculty currently serving a terminal year.

Normal University policy regarding benefits shall apply. A faculty member who has been on a leave for professional development shall receive on return any salary improvements he/she would have received had he/she been serving at Rutgers during the leave period. A faculty member on returning from personal leave shall receive only the salary improvement that other members of the bargaining unit receive for the academic year in which he/she returns.

#### XVIII--PERSONNEL FILES

1. Any member of the faculty may have access to all documents in his/her official personnel file, including internal evaluations related to the individual, and may add to those records such materials as the individual believes necessary to give a reasonable representation of the individual's record. The contents of this file, except for routine personnel forms, shall be restricted to correspondence or documents received from the members of the faculty, and to correspondence or documents of which the faculty member has received a copy.

2. The official personnel file for each faculty member shall be maintained in the office of the appropriate dean or director. The contents of this file will include:

- a. Documents submitted by the faculty member or placed in his/her file at his/her request.
- b. Documents concerning the individual's employment history at the University and all records of personnel decisions affecting his or her compensation or employment status.

c. Copies of materials assembled in accordance with University Regulations, practices and policies, or the terms of this Agreement concerning the evaluation, reappointment, promotion or tenure of such faculty member, with the exception of outside confidential letters of recommendation.

3. The personnel file described in section 2 above shall be available for examination by the faculty member who shall be entitled to review such personnel file at reasonable hours upon written request, and to purchase copies of any or all materials contained therein.

4. When a personnel action has been initiated by a department or other appropriate body, access to documents related to that action will not be available to the faculty member in the personnel file until that personnel action has been completed.

#### XIX--MISCELLANEOUS

1. Agenda materials for the regular monthly public meeting of the Board of Governors will be forwarded to the AAUP at the time they are distributed to the members of the Board of Governors with the following exceptions:

- (1) All items related to personnel actions;
- (2) Items whose disclosure would be prejudicial to the interests of the University.

2. a. Before being presented to the Board of Governors proposed changes in University Regulations, policies and/or practices affecting the terms and conditions of employment of the members of the bargaining unit shall first be submitted to AAUP for negotiation.

b. Section a above shall be construed to require negotiations only as to those aspects of such proposed changes which constitute mandatory subjects of negotiation. Disputes concerning the application of section 2a. and b. shall be resolved by submission to the Public Employment Relations Commission under its scope-of-negotiation processes.

3. The University will provide at its cost a copy of the Agreement to all members of the bargaining unit. The copy shall contain the current salary schedule.

4. The motor vehicle registration fee for the fiscal year 1978-79 for members of the bargaining unit wishing to register their vehicles for the use of surface campus parking facilities shall be as follows:

Teaching and Graduate Assistants	\$5.00
Assistant Instructors	10.00
Instructors	15.00
Assistant Professors	20.00
Associate Professors	25.00
Professors I & II	36.00

XX--OFFICIAL ANNOUNCEMENTS

The UNIVERSITY agrees that it will publish for consideration by the University community all proposed and adopted changes in and additions to official University rules and regulations.

TERM OF AGREEMENT

This agreement shall be effective from February 2, 1978 to June 30, 1979.

At any time after September 1, 1978, either party may in writing request the commencement of negotiations for a new agreement to take effect on July 1, 1979.

The parties may by mutual agreement continue the terms of the existing agreement beyond June 30, 1979. In this event, either party may terminate such agreement by thirty (30) days written notice to the other.

FOR THE RUTGERS COUNCIL

Richard L. Peskin

AAUP Bargaining Committee

Richard L. Peskin, Chairman

Benjamin R. Beede

Terence Butler

Norman Eiger

Michael Jaye

Norman Washburne

Jack L. Nelson, Ex-Officio

FOR RUTGERS UNIVERSITY

Robert R. Bickal

RUTGERS Bargaining Committee

Robert R. Bickal, Chairman

Alice S. Evangelides

Christine B. Mowry

Kenneth G. Wolfson

James E. Young

DATE March 1, 1979

APPENDIX A

ACADEMIC TITLES COVERED BY AAUP AGREEMENT

<u>CODE</u>		<u>TITLE</u>	<u>CODE</u>		<u>TITLE</u>
<u>A.Y.</u>	<u>C.Y.</u>		<u>A.Y.</u>	<u>C.Y.</u>	
89000	89010	Professor II	85000	85010	Instructor
99000	99010	Research Professor II <sup>1</sup>	95000	95010	Extension Associate
99020	99030	Research Specialist II	95040	95050	Research Associate
99040	99050	Professor Law II	95060	95070	Lecturer (Instructor)
99060	99070	Lecturer (Professor II)	95080	95090	Librarian IV
99100	99110	Extension Specialist (Prof II)	95220*	95230	Adjunct Instructor
99140	99150	Law Librarian I		95250	Adjunct Lecturer (Instr.)
			95120	95130	Physical Education Instr.
			95140	95150	County Agent IV
88000	88010	Professor I			
98000	98010	Research Professor I			
98020	98030	Research Specialist I	84000	84010	Assistant Instructor
98040	98050	Lecturer (Professor I)	94000	94010	County Agent V
98060	98070	Extension Specialist (Prof I)	94020	94030	Librarian V
98120	98130	Librarian I	94120	94130	Extension Assistant
98140	98150	Law Librarian II	94180	94190	Lecturer (Assistant Instr)
98160	98170	Professor Law I	94160	94170	Research Assistant
98180	98190	County Agent I (Professor I)			
98200	98210	Physical Education Specialist (Prof I)			
87000	87010	Associate Professor			
97000	97010	Associate Research Specialist			
97020	97030	Associate Research Professor			
97040	97050	Associate Extension Specialist			
97100	97110	Librarian II	99710	99712	Teaching Assistant I
97120	97130	Law Librarian III	99711	99713	Teaching Assistant II
97140	97150	Associate Professor Law	99714	99715	Teaching Assistant III
97160	97170	Lecturer (Associate Professor)			
97180	97190	County Agent II	99730	99732	Graduate Assistant I
97200	97210	Physical Education Specialist II	99731	99733	Graduate Assistant II
			99734	99735	Graduate Assistant III
86000	86010	Assistant Professor			
96000	96010	Assistant Research Professor			
96020	96030	Assistant Research Specialist			
96040	96050	Assistant Extension Specialist			
96080	96090	Adjunct Assistant Professor			
96100	96110	Librarian III			
96120	96130	Law Librarian IV			
96140	96150	Assistant Professor Law			
96160	96170	Lecturer (Assistant Professor)			
96180	96190	County Agent III			
96200	96210	Physical Education Specialist III			
96280	96290	Adjunct Lecturer (Asst. Professor)			

OTHER TITLES COVERED BY AAUP AGREEMENT

\* A.Y. = Academic Year  
C.Y. = Caldenar Year

## APPENDIX B

## RUTGERS • THE STATE UNIVERSITY • OFFICE OF UNIVERSITY PERSONNEL

Academic Salary Schedule Effective July 1, 1977

<u>Title</u>	<u>Range</u>	<u>Incre- ment</u>	<u>Min. Start</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>7th</u>	<u>8th</u>	<u>9th</u>
Assistant Instructor (A.Y.) (84000)	14	467	9351	9818	10285	10752	11220	11687	12154	12621	
	15	490	9818	10308	10799	11298	11779	12270	12760	13250	
	16	516	10308	10824	11339	11855	12371	12886	13402	13917	
Assistant Instructor (C.Y.) (84010)	17	542	10824	11366	11907	12449	12991	13533	14075	14616	
	18	568	11366	11934	12502	13070	13638	14206	14774	15342	
	19	596	11934	12530	13127	13723	14319	14916	15512	16109	
Instructor (A.Y.) (85000)	17	542	10824	11366	11907	12449	12991	13533	14075	14616	
	18	568	11366	11934	12502	13070	13638	14206	14774	15342	
	19	596	11934	12530	13127	13723	14319	14916	15512	16109	
	20	627	12530	13157	13784	14411	15038	15664	16291	16918	
	21	658	13157	13815	14474	15132	15790	16449	17107	17765	
	22	691	13815	14506	15197	15888	16579	17270	17961	18652	
Instructor (C.Y.) (85010)	20	627	12530	13157	13784	14411	15038	15664	16291	16918	
	21	658	13157	13815	14474	15132	15790	16449	17107	17765	
	22	691	13815	14506	15197	15888	16579	17270	17961	18652	
	23	726	14506	15232	15957	16683	17408	18134	18860	19585	
	24	761	15232	15993	16754	17516	18277	19038	19799	20561	
	25	640	15993	16633	17433	18233	19033	19833	20633	21433	21594
Assistant Professor (A.Y.) (86000)	21	658	13157	13815	14474	15132	15790	16449	17107	17765	
	22	691	13815	14506	15197	15888	16579	17270	17961	18652	
	23	726	14506	15232	15957	16683	17408	18134	18860	19585	
	24	761	15232	15993	16754	17516	18277	19038	19799	20561	
	25	640	15993	16633	17433	18233	19033	19833	20633	21433	21594
	26	672	16793	17465	18305	19145	19985	20825	21665	22505	22673
Assistant Professor (C.Y.) (86010)	24	761	15232	15993	16754	17516	18277	19038	19799	20561	
	25	640	15993	16633	17433	18233	19033	19833	20633	21433	21594
	26	672	16793	17465	18305	19145	19985	20825	21665	22505	22673
	27	705	17633	18338	19220	20102	20984	21866	22748	23630	23807
	28	741	18515	19256	20182	21108	22034	22960	23886	24812	24998
	29	778	19441	20219	21191	22163	23136	24108	25080	26053	26247

Note: (A.Y.) = Academic Year  
(C.Y.) = Calendar Year

<u>Title</u>	<u>Range</u>	<u>Incre-</u> <u>ment</u>	<u>Min.</u> <u>Start</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>7th</u>	<u>8th</u>	<u>9th</u>
Associate Professor (A.Y.) (87000)	25	640	15993	16633	17433	18233	19033	19833	20633	21433	21594
	26	672	16793	17465	18305	19145	19985	20825	21665	22505	22673
	27	705	17633	18338	19220	20102	20984	21866	22748	23630	23807
	28	741	18515	19256	20182	21108	22034	22960	23886	24812	24998
	29	778	19441	20219	21191	22163	23136	24108	25080	26053	26247
	30	816	20414	21230	22251	23271	24292	25312	26333	27354	27558
Associate Professor (C.Y.) (87010)	28	741	18515	19256	20182	21108	22034	22960	23886	24812	24998
	29	778	19441	20219	21191	22163	23136	24108	25080	26053	26247
	30	816	20414	21230	22251	23271	24292	25312	26333	27354	27558
	31	857	21434	22291	23364	24436	25508	26580	27652	28724	28938
	32	900	22506	23406	24532	25658	26783	27909	29034	30160	30385
	33	945	23632	24577	25758	26940	28121	29302	30483	31665	31901
Professor I (A.Y.) (88000)	30	816	20414	21230	22251	23271	24292	25312	26333	27354	27558
	31	857	21434	22291	23364	24436	25508	26580	27652	28724	28938
	32	900	22506	23406	24532	25658	26783	27909	29034	30160	30385
	33	945	23632	24577	25758	26940	28121	29302	30483	31665	31901
	34	993	24813	25806	27047	28288	29529	30770	32011	33252	33501
Professor I (C.Y.) (88010)	33	945	23632	24577	25758	26940	28121	29302	30483	31665	31901
	34	993	24813	25806	27047	28288	29529	30770	32011	33252	33501
	35	1042	26054	27096	28398	29700	31002	32304	33606	34908	35168
	36	1094	27356	28450	29817	31185	32552	33919	35286	36653	36926
	37	1149	28723	29872	31309	32745	34181	35618	37054	38491	38778
Professor II (A.Y.) (89000)	37	1149	28723	29872	31309	32745	34181	35618	37054	38491	38778
	38	1206	30160	31366	32874	34382	35889	37397	38905	40413	40714
	39	1267	31667	32934	34518	36101	37684	39268	40851	42435	(42500)
Professor II (C.Y.) (89010)	40	1330	33251	34581	36243	37905	39567	41229	(42500)		
	41	1397	34913	36310	38056	39802	41548	(42500)			
	42	1466	36659	38125	39958	41790	(42500)				

Note: (A.Y.) = Academic Year  
(C.Y.) = Calendar Year

RUTGERS · THE STATE UNIVERSITY · OFFICE OF UNIVERSITY PERSONNEL

Academic Salary Schedule Effective July 1, 1977

Law School

<u>Title</u>	<u>Range</u>	<u>Incre- ment</u>	<u>Min. Start</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>7th</u>	<u>8th</u>	<u>9th</u>
Assistant Professor (96140, 96150)	28	741	18515	19256	20182	21108	22034	22960	23886	24812	24998
	29	778	19441	20219	21191	22163	23136	24108	25080	26053	26247
	30	816	20414	21230	22251	23271	24292	25312	26333	27354	27558
Associate Professor (97140, 97150)	31	857	21434	22291	23364	24436	25508	26580	27652	28724	28938
	32	900	22506	23406	24532	25658	26783	27909	29034	30160	30385
	33	945	23632	24577	25758	26940	28121	29302	30483	31665	31901
Professor (98160, 98170)	34	993	24813	25806	27047	28288	29529	30770	32011	33252	33501
	35	1042	26054	27096	28398	29700	31002	32304	33606	34908	35168
	36	1094	27356	28450	29817	31185	32552	33919	35286	36653	36926
Distinguished Professor *	38	1206	30160	31366	32874	34382	35889	37397	38905	40413	40714
	39	1267	31667	32934	34518	36101	37684	39268	40851	42435	(42500)
	40	1330	33251	34581	36243	37905	39567	41229	(42500)		

\*Movement into this title and matrix of salary ranges follows the procedures established for the review of candidates for Professor II designation.

RUTGERS · THE STATE UNIVERSITY · OFFICE OF UNIVERSITY PERSONNEL

Salary Schedule for the Compensation of Teaching Assistants and Graduate Assistants

1977-78

<u>TITLE</u>	<u>JOB CODE</u>	<u>SALARY</u>
<u>Academic Year</u>		
Teaching Assistant I	99710	\$4,168
Graduate Assistant I	99730	4,168
Teaching Assistant II	99711	4,376
Graduate Assistant II	99731	4,376
Teaching Assistant III	99714	4,584
Graduate Assistant III	99734	4,584
<u>Calendar Year</u>		
Teaching Assistant I	99712	4,794
Graduate Assistant I	99732	4,794
Teaching Assistant II	99713	5,032
Graduate Assistant II	99733	5,032
Teaching Assistant III	99715	5,271
Graduate Assistant III	99735	5,271

APPENDIX C  
RUTGERS · THE STATE UNIVERSITY · OFFICE OF UNIVERSITY PERSONNEL

Academic Salary Schedule Effective July 1, 1978

<u>Title</u>	<u>Range</u>	<u>Incre- ment</u>	<u>Min. Start</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>7th</u>	<u>8th</u>	<u>9th</u>
Assistant Instructor (A.Y.) (84000)	14	450	9819	10309	10800	11290	11781	12272	12762	13253	
	15	515	10309	10824	11339	11854	12368	12884	13398	13913	
	16	542	10824	11366	11906	12448	12990	13531	14073	14613	
Assistant Instructor (C.Y.) (84010)	17	569	11366	11935	12503	13072	13641	14210	14779	15347	
	18	596	11935	12531	13128	13724	14320	14917	15513	16110	
	19	626	12531	13157	13784	14410	15035	15662	16288	16915	
Instructor (A.Y.) (85000)	17	569	11366	11935	12503	13072	13641	14210	14779	15347	
	18	596	11935	12531	13128	13724	14320	14917	15513	16110	
	19	626	12531	13157	13784	14410	15035	15662	16288	16915	
	20	658	13157	13815	14474	15132	15790	16448	17106	17764	
	21	691	13815	14506	15198	15889	16580	17272	17963	18654	
	22	726	14506	15232	15957	16683	17408	18134	18860	19585	
Instructor (C.Y.) (85010)	20	658	13157	13815	14474	15132	15790	16448	17106	17764	
	21	691	13815	14506	15198	15889	16580	17272	17963	18654	
	22	726	14506	15232	15957	16683	17408	18134	18860	19585	
	23	762	15232	15994	16755	17518	18279	19041	19803	20565	
	24	799	15994	16793	17592	18392	19191	19990	20789	21590	
	25	672	16793	17465	18137	18977	19817	20657	21497	22337	22674
Assistant Professor (A.Y.) (86000)	21	691	13815	14506	15198	15889	16580	17272	17963	18654	
	22	726	14506	15232	15957	16683	17408	18134	18860	19585	
	23	762	15232	15994	16755	17518	18279	19041	19803	20565	
	24	799	15994	16793	17592	18392	19191	19990	20789	21590	
	25	672	16793	17465	18137	18977	19817	20657	21497	22337	22674
	26	705	17633	18338	19044	19926	20808	21690	22572	23454	23807
Assistant Professor (C.Y.) (86010)	24	799	15994	16793	17592	18392	19191	19990	20789	21590	
	25	672	16793	17465	18137	18977	19817	20657	21497	22337	22674
	26	705	17633	18338	19044	19926	20808	21690	22572	23454	23807
	27	741	18515	19256	19996	20922	21848	22774	23700	24626	24998
	28	778	19441	20219	20997	21969	22942	23914	24886	25858	26248
	29	817	20414	21230	22047	23068	24088	25110	26130	27151	27560

Note: (A.Y.) = Academic Year  
(C.Y.) = Calendar Year

<u>Title</u>	<u>Range</u>	<u>Increment</u>	<u>Min. Start</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>7th</u>	<u>8th</u>	<u>9th</u>
Associate Professor (A.Y.) (87000)	25	672	16793	17465	18137	18977	19817	20657	21497	22337	22674
	26	705	17633	18338	19044	19926	20808	21690	22572	23454	23807
	27	741	18515	19256	19996	20922	21848	22774	23700	24626	24998
	28	778	19441	20219	20997	21969	22942	23914	24886	25858	26248
	29	817	20414	21230	22047	23068	24088	25110	26130	27151	27560
	30	857	21435	22293	23149	24221	25292	26364	27435	28508	28936
Associate Professor (C.Y.) (87010)	28	778	19441	20219	20997	21969	22942	23914	24886	25858	26248
	29	817	20414	21230	22047	23068	24088	25110	26130	27151	27560
	30	857	21435	22293	23149	24221	25292	26364	27435	28508	28936
	31	900	22506	23406	24306	25433	26559	27684	28810	29935	30385
	32	945	23632	24577	25522	26704	27887	29068	30250	31431	31905
	33	993	24814	25807	26799	28039	29280	30520	31760	33000	33497
Professor I (A.Y.) (88000)	30	857	21435	22293	23149	24221	25292	26364	27435	28508	28936
	31	900	22506	23406	24306	25433	26559	27684	28810	29935	30385
	32	945	23632	24577	25522	26704	27887	29068	30250	31431	31905
	33	993	24814	25807	26799	28039	29280	30520	31760	33000	33497
	34	1042	26054	27096	28139	29442	30745	32048	33351	34654	35177
Professor I (C.Y.) (88010)	33	993	24814	25807	26799	28039	29280	30520	31760	33000	33497
	34	1042	26054	27096	28139	29442	30745	32048	33351	34654	35177
	35	1094	27357	28451	29546	30913	32280	33647	35014	36381	36927
	36	1149	28724	29873	31022	32457	33894	35329	36764	38200	38773
	37	1206	30160	31366	32572	34081	35589	37097	38606	40114	40717
Professor II (A.Y.) (89000)	37	1206	30160	31366	32572	34081	35589	37097	38606	40114	40717
	38	1267	31668	32935	34202	35785	37368	38951	40534	42117	42750
	39	1330	33251	34581	35911	37574	39237	40899	42562	44224	44889
Professor II (C.Y.) (89010)	40	1397	34914	36311	37707	39452	41197	42942	44687	46434	47131
	41	1466	36659	38125	39592	41426	43259	45092	46926		
	42	1540	38492	40032	41571	43496	45420	47343			

Note: (A.Y.) = Academic Year  
(C.Y.) = Calendar Year

RUTGERS · THE STATE UNIVERSITY · OFFICE OF UNIVERSITY PERSONNEL

Academic Salary Schedule Effective July 1, 1978

Law School

<u>Title</u>	<u>Range</u>	<u>Incre- ment</u>	<u>Min. Start</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>7th</u>	<u>8th</u>	<u>9th</u>
Assistant Professor (96140, 96150)	28	778	19441	20219	20997	21969	22942	23914	24886	25858	26248
	29	817	20414	21230	22047	23068	24088	25110	26130	27151	27560
	30	857	21435	22293	23149	24221	25292	26364	27435	28508	28936
Associate Professor (97140, 97150)	31	900	22506	23406	24306	25433	26559	27684	28810	29935	30385
	32	945	23632	24577	25522	26704	27887	29068	30250	31431	31905
	33	993	24814	25807	26799	28039	29280	30520	31760	33000	33497
Professor (98160, 98170)	34	1042	26054	27096	28139	29442	30745	32048	33351	34654	35177
	35	1094	27357	28451	29546	30913	32280	33647	35014	36381	36927
	36	1149	28724	29873	31022	32457	33894	35329	36764	38200	38773
Distinguished Professor * (99040, 99050)	38	1267	31668	32935	34202	35785	37368	38951	40534	42117	42750
	39	1330	33251	34581	35911	37574	39237	40899	42562	44224	44889
	40	1397	34914	36311	37707	39452	41197	42942	44687	46434	47131
	41	1466	36659	38125	39592	41426	43259	45092	46926		
	42	1540	38492	40032	41571	43496	45420	47343			

\*Movement into this title and matrix of salary ranges follows the procedures established for the review of candidates for Professor II designation.

## RUTGERS · THE STATE UNIVERSITY · OFFICE OF UNIVERSITY PERSONNEL

Salary Schedule for the Compensation of Teaching Assistants and Graduate Assistants1978-79

<u>TITLE</u>	<u>JOB CODE</u>	<u>SALARY</u>
<u>Academic Year</u>		
Teaching Assistant I	99710	\$4,377.
Graduate Assistant I	99730	4,377.
Teaching Assistant II	99711	4,595.
Graduate Assistant II	99731	4,595.
Teaching Assistant III	99714	4,814.
Graduate Assistant III	99734	4,814.
<u>Calendar Year</u>		
Teaching Assistant I	99712	5,034.
Graduate Assistant I	99732	5,034.
Teaching Assistant II	99713	5,284.
Graduate Assistant II	99733	5,284.
Teaching Assistant III	99715	5,535.
Graduate Assistant III	99735	5,535.





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*This report is authorized by law 29 U.S.C. 2.  
Your voluntary cooperation is needed to make  
the results of this survey comprehensive,  
accurate, and timely.*

Form Approved  
O.M.B. No. 044-R0003

July 11, 1980

RECEIVED

JUL 17 1980

OFFICE OF  
EMPLOYEE RELATIONS

Rutgers University  
Office of Employee Relations  
60 College Avenue  
New Brunswick, New Jersey 08903

Respondent:

We now have on file a copy of your collective bargaining agreement(s): covering the Academic Faculty at Rutgers University, and the Rutgers Council of the America Association of University Professors. The agreement we have expired June 1977.

We would appreciate your sending us the following information to complete our files:

A copy of your current agreement  
along with number of workers: 3500.

*Enclosed is '77-'79  
Agreement. '79-'81 not  
printed.*

*Christine Moury  
Office of Employee  
Relations*

Please return this form with your information in the enclosed envelope which requires no postage.

Thank you for your cooperation.

Sincerely yours,

*Janet L. Norwood*

JANET L. NORWOOD  
Commissioner