

# AGREEMENT BETWEEN



# RUTGERS

**THE STATE UNIVERSITY OF NEW JERSEY**

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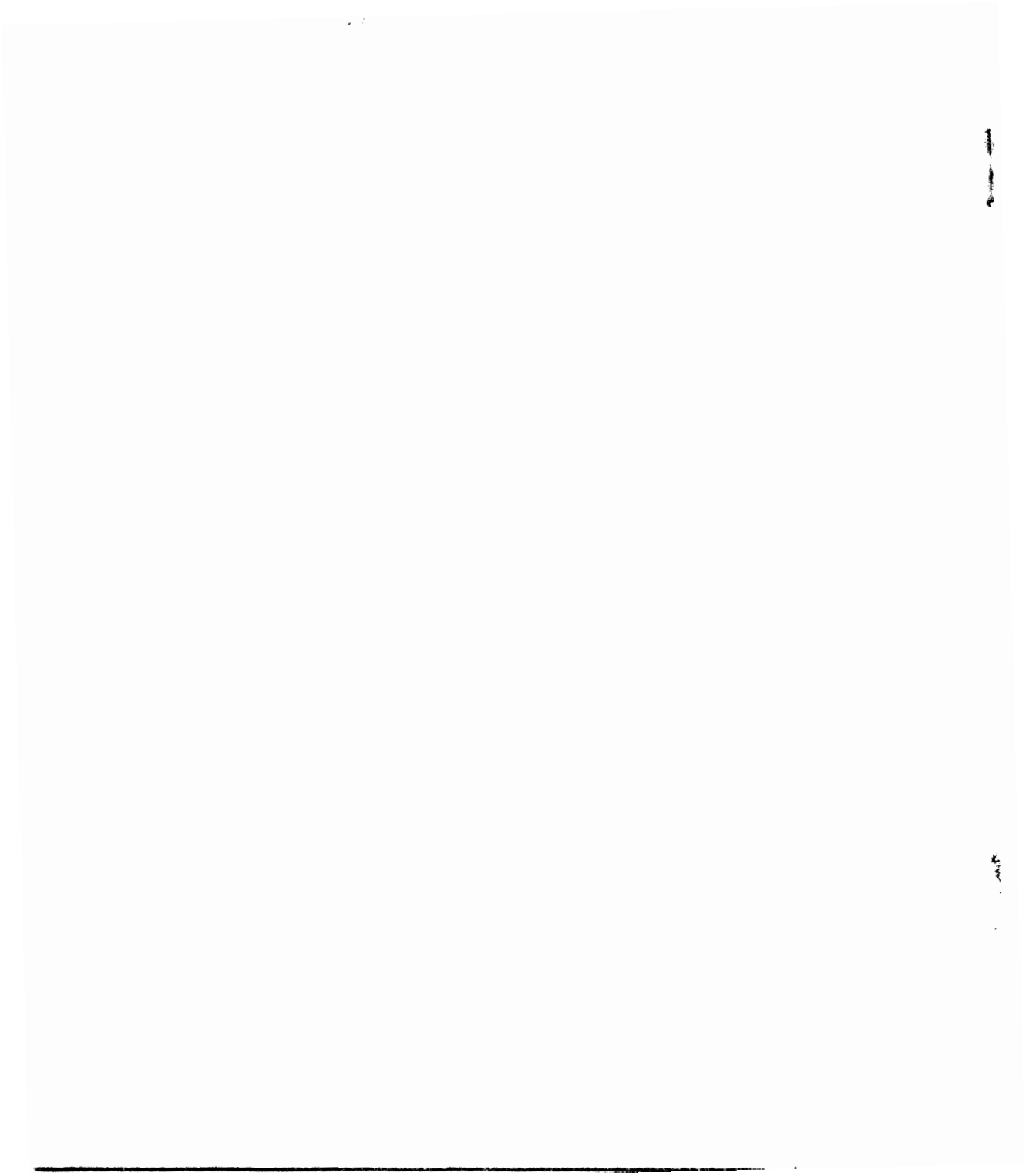
of the

AMERICAN ASSOCIATION

of

UNIVERSITY PROFESSORS CHAPTERS

**JULY 1, 1979 - JUNE 30, 1981**



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RUTGERS THE STATE UNIVERSITY  
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AMERICAN ASSOCIATION OF  
UNIVERSITY PROFESSORS  
CHAPTERS

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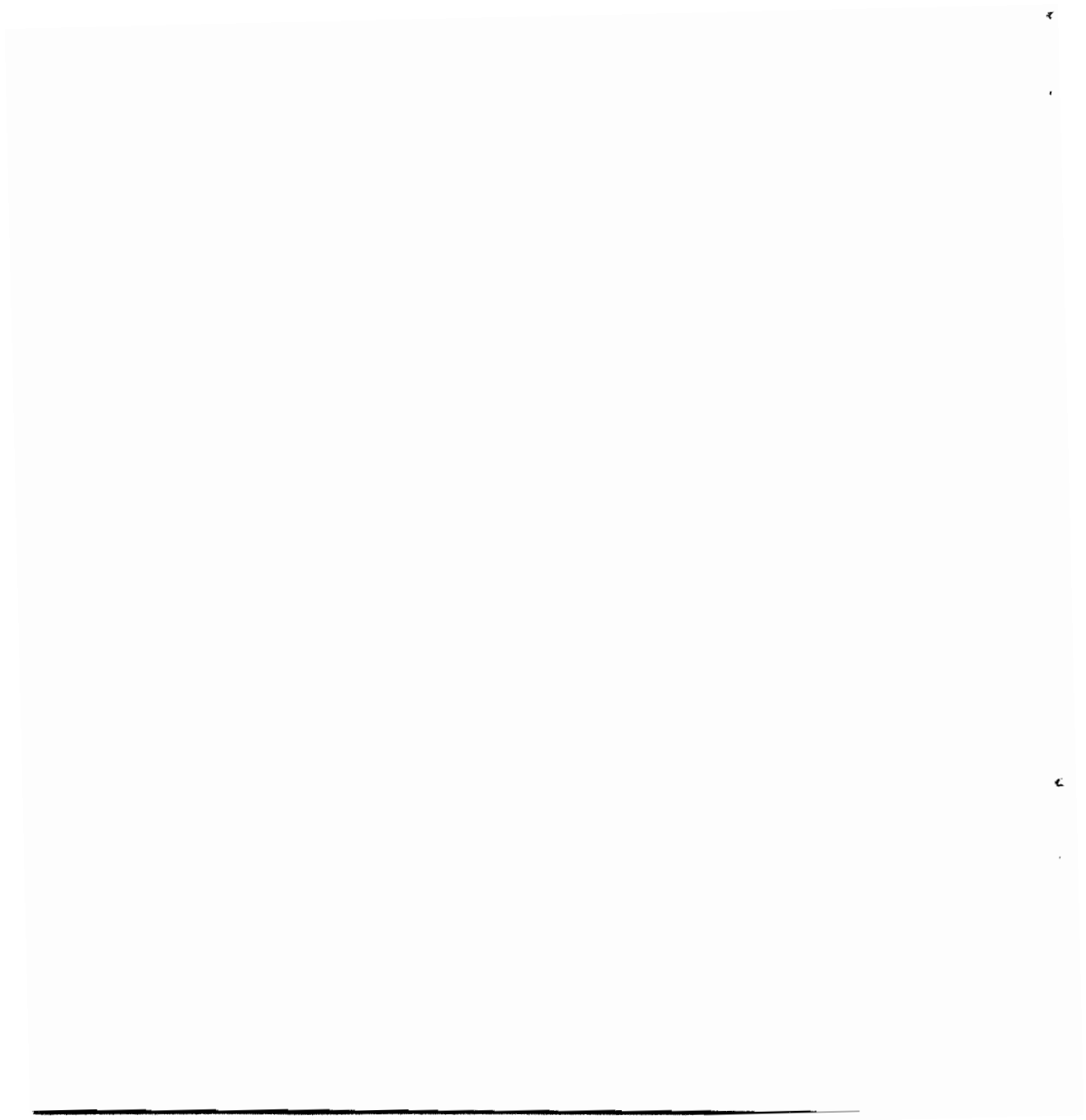
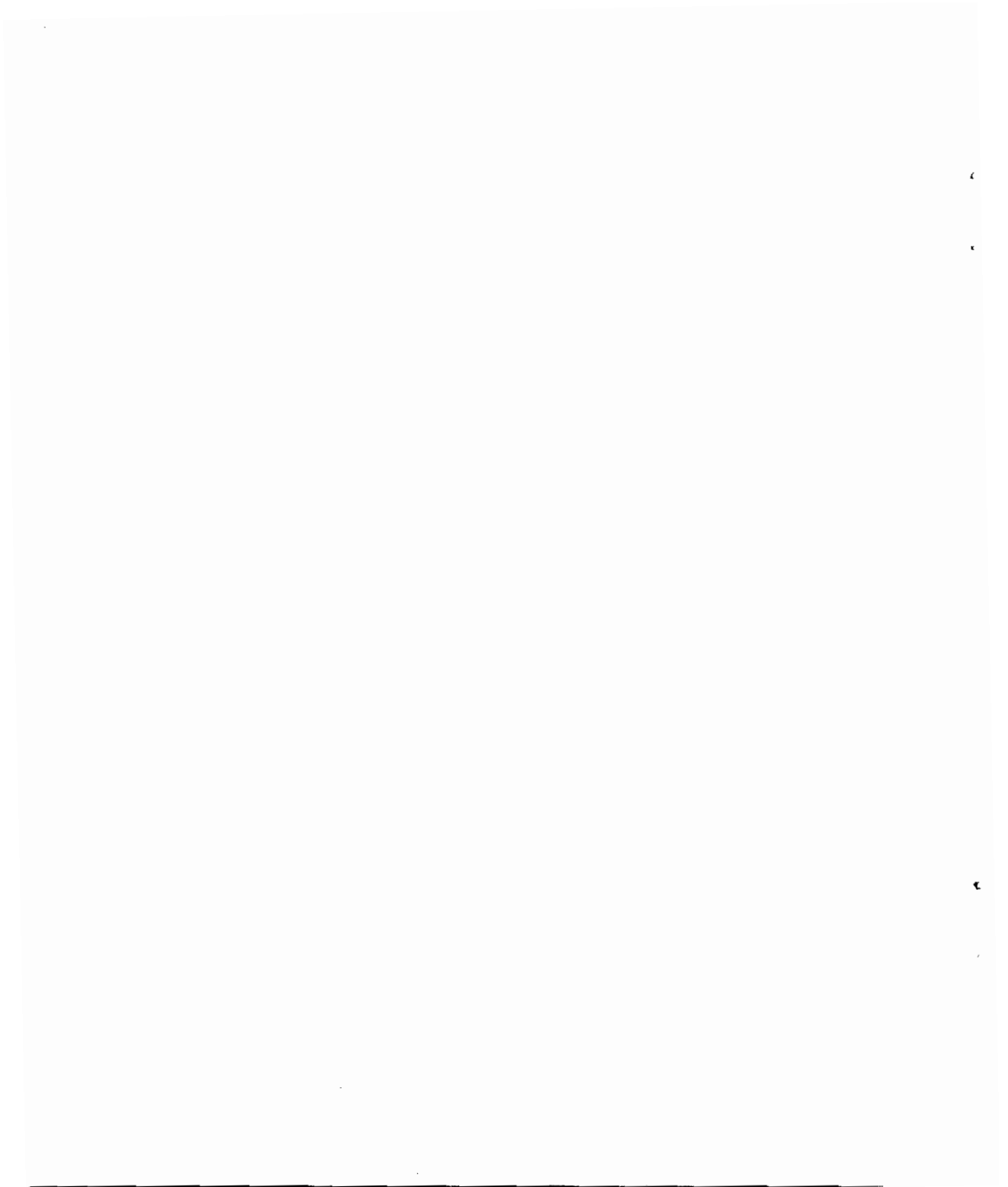


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**AGREEMENT**

**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 18th day of November, 1980.**

## 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.

(c) Faculty members who are engaged in instruction and/or research for fifty percent or more of their time during the academic year and who hold the title of associate dean, assistant dean, assistant to dean or academic director.

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 fifty percent 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—REPRESENTATION FEE

### 1. Representation Fee Deduction

The parties agree that effective January 1, 1981 all employees in the bargaining unit who do not become members of the Rutgers Council of AAUP Chapters shall have deducted from their salaries and forwarded to the AAUP a representation fee in a manner and in an amount as provided below.

### 2. Representation Fee Amount

At least thirty (30) days before the effective date of the representation fee, or any subsequent modification thereof, the AAUP shall notify the University of the representation fee sum to be deducted from non members' salaries. Any change in the representation fee shall be made upon written notification to the University.

### 3. Representation Fee Deductions

The representation fee shall be deducted from non-members' salaries in equal bi-weekly installments. Representation fee deductions from the salaries of all non-member employees shall commence on or after but in no case sooner than the thirtieth (30th) day following the beginning of an employee's employment in a bargaining-unit position or the tenth (10th) day following re-entry into the bargaining-unit for employees who previously served in bargaining-unit positions and who continued in the employ of the University in a non-bargaining-unit position. For the purpose of this Article, academic-year employees shall be considered to be in continuous employment.

If, during the course of the year, the non-member becomes an AAUP member, the University shall cease deducting the representation fee and commence deducting the AAUP dues after written notification by AAUP of the change in status. Conversely, if, during the course of the year, the AAUP member directs the University to cease AAUP dues deductions in a manner appropriate under the terms of the dues check-off agreement, the University shall commence deduction of the representation fee after written notification by the AAUP of the change in status. After deduction, representation fees shall be transmitted to the AAUP in the same manner and in the same time as AAUP dues.

### 4. Indemnification

The AAUP hereby agrees to indemnify, defend, and save harmless the University from any claim, suit or action, or judgements, including reasonable costs of defense which may be brought at law or in equity, or before any administrative agency with regard to or arising from the deduction from the salaries of any employee of any sum of money as a representation fee under the provisions of the Agreement.

VII—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 AAUP will provide the resources to support one teaching assistant assigned 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.

## VIII—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 1979-80 (Except Persons Covered in Section C)

1. Retroactive to July 1, 1979, the following salary increases shall be given to all full time faculty on the payroll as of June 30, 1979. Less than full time faculty shall receive an increase according to the same schedule at a portion based on the full time per cent of their appointment.

#### Academic Year Appointments

Assistant Instructor	\$ 950
Instructor	1150
Assistant Professor	1400
Associate Professor	1700
Professor I	2150
Professor II	2800

#### Calendar Year Appointments

Assistant Instructor	\$1000
Instructor	1250
Assistant Professor	1600
Associate Professor	1950
Professor I	2400
Professor II	2900

#### Law Schools

Assistant Professor	\$1800
Associate Professor	2050
Professor I	2500
Professor II	2900

2. There will be no increments in range. Faculty members will be placed on the resulting schedule at the same range and step they occupied on the 1978-79 schedule.

**B. Fiscal Year 1980-81 (Except Persons Covered in Section C)**

1. A 7% increase across-the-board shall be granted on July 1, 1980—in accordance with applicable statutory limits—to all persons who are members of the faculty on June 30, 1980 and whose employment continues beyond that date.
2. Faculty members will be placed on the resulting salary schedule at the same range and step they occupied on the 1979-80 schedule.

**C. Adjustments for Certain Senior Faculty Members**

1. Salary Provisions for all faculty members whose 1978-79 (1979-80) salary is beyond the maximum for their range will be "equalized" by moving to the step in their range on the 1979-80 (1980-81) schedule as the range may be hypothetically extended, to the dollar amount that is next higher above their 1978-79 (1979-80) salary.
2. Faculty members for whom the application of (A) above in 1979-80 will result in a salary greater than \$48,500, will be paid at the statutory maximum of \$48,500. The statutory maximum for 1980-81 is \$52,000.

**D. Faculty Promotional Salary Adjustment - 1979-80**

1. Calculation of promotional adjustments will be made on the 1978-79 salary schedule.
2. After the appropriate range and step in the new rank has been determined on the 78-79 schedule, the 79-80 salary will be that same step and range on the 79-80 salary schedule.
3. Promotion to Instructor and Assistant Professor.
  - a. The dollar amount equal to one (1) increment (5% of step one of range) shall be added to the current salary of the old range.
  - b. The range and step in the matrix of ranges appropriate to the rank shall be determined by seeking the step that is equal to or next higher than the amount derived from (a) above 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) If the appropriate dollar amount has not been reached, examine first step three and then step four of the next higher range;

3) If the appropriate dollar amount has not been reached, examine first step three and then step four of each succeeding higher range;

4) If having arrived at step four of the highest range appropriate to the rank, the required salary has not been reached, move through the remaining steps of that range.

4. Promotion to Associate Professor.

a. The dollar amount of one (1) increment shall be added to the current salary in the old range. (An increment is 5% of step one of the 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 next higher than the amount derived from (a) above, surveying the available ranges in the following manner.

1) If the step in the old range was one or two, the step in the new range will be no higher than step one unless step one of the highest appropriate range is less than the amount sought, in which case continue through the steps of that range until the appropriate amount is reached.

2) If the step in the old range was three, the step in the new range will be no higher than step two except for the highest range as noted above.

3) If the step in the old range was four, the step in the new range will be no higher than step three except for the highest range as noted above.

4) If the step in the old range was five through nine, the step in the new range will be no higher than step four except for the highest range as noted above.

c. Under special circumstances, one additional increment will be applied in 4.a. above.

5. Promotion to Professor I

a. The dollar amount of one (1) increment shall be added to the current salary in the old range. (An increment is 5% of step one of the 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 next higher than the amount derived from (a) above, surveying the available ranges in the following manner:

1) If the step in the old range was one or two the step in the new range will be no higher than step one unless step one in the highest appropriate range is less than the amount sought, in which case, continue through the steps of that range until the appropriate amount is reached.

2) If the step in the old range was three, the step in the new range will be no higher than step two except for the highest range as noted above.

3) If the step in the old range was four or five, the step in the new range will be no higher than step three except for the highest range as noted above.

4) If the step in the old range was six through nine, the step in the new range will be no higher than step four except for the highest range as noted above.

c. Under special circumstances, one additional increment will be applied in 5.a. above.

The above adjustments will result in the promotional tables in appendix D.

E. FACULTY PROMOTIONAL SALARY ADJUSTMENT - 1980-81

The above promotional adjustment formula will be applied in 1980-81 according to the Faculty Promotional Adjustment Chart (appendix D).

F. SUPPLEMENTAL SALARY-ADJUSTMENT PROGRAM

During the term of this Agreement, additional salary awards from State funds based on meritorious performance and salary relationships may be granted according to the procedures of the 1977-79 Fund A and Fund B programs as modified by the parties to this Agreement. From such funds as may be made available for this program, a maximum of \$150,000 will be allocated for Fund A and a fund of up to \$200,000 will be allocated to Fund B during the contract period.

II. TEACHING AND GRADUATE ASSISTANTS -- SALARY PROVISIONS

A. Fiscal Year 1979-80

1. Retroactive to July 1, 1979, each step of the Teaching Assistant/ Graduate Assistant salary schedule will be increased by an amount equal to 7%.

2. There will be no change in step. Teaching Assistants and Graduate Assistants will remain at the same step they occupied on the 1978-79 salary schedule.

B. Fiscal Year 1980-81

1. Effective July 1, 1980 each step of the Teaching Assistant/Graduate Assistant salary schedule will be increased by 7%.
2. There will be no change in step. Teaching Assistants and Graduate Assistants will remain at the same step they occupied on the 1979-80 salary schedule.

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, or within 21 days if the parties agree that the problem requires an accelerated schedule, 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, upon written notification to the Vice President for University Personnel, within 25 working days after receipt of the step one decision or if no decision is rendered, within 25 working days after the step one decision was due, may 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.

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 the 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--FACULTY PERSONNEL GRIEVANCE PROCEDURE

(For all Faculty Personnel Actions as described in IA below  
occurring subsequent to March 1, 1980)

##### I. Definitions of a Grievance and Grievant

A. A grievance under Article X is 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. An established practice within the meaning of this Article is one which is not inconsistent with either a University Regulation or a provision of this Agreement. A University Regulation, an established practice or a provision of this Agreement is violated within the meaning of this Article when the action taken pursuant to the University Regulation, the established practice or the provision of this Agreement is arbitrary or capricious and/or is based on personal prejudice against the grievant.

B. A grievant within the meaning of this Article is a faculty member in the bargaining unit who files a grievance under this Article. A grievant shall retain the right to process a grievance to completion regardless of his/her employment status.

##### C. The statement of grievance must:

1. identify the University Regulation, the established practice or provision of this Agreement allegedly violated in the evaluation of the grievant for reappointment, promotion and/or tenure, and
2. set forth the alleged facts in support of the grievance.

D. A grievance may be resolved informally by the grievant and the University at any time. The informal resolution of a grievance shall not constitute precedent for the formal or informal resolution of any grievance or for any other purpose.

11. Filing Procedures

Grievances shall be filed with the Office of the Vice President for University Personnel according to the schedule specified in Section VII. Such grievances shall be logged in as to date of receipt and forwarded within one working day to Reviewing Officer and to the AAUP.

Such grievances shall be reviewed and forwarded by the Reviewing Officer as per the provisions of A-E below within ten working days of the date on which the grievance was filed.

A. The Reviewing Officer shall forward to the appropriate Provost's office each grievance statement which meets the filing requirements specified in the procedure. Notices of the grievance acceptance shall be sent to the grievant and to the AAUP.

B. Any grievance statement which the Reviewing Officer determines to fail to meet the filing requirements specified in the procedure shall be returned to the grievant with a written statement specifying the procedural defects leading to its rejection. A copy of such statement shall be sent the AAUP.

C. Unless the Reviewing Officer has held the grievance to be untimely, the Grievant may resubmit a revised statement within ten working days of receipt of the letter rejecting the grievance. Such resubmission to the Reviewing Officer shall be handled according to the above procedure.

If the Reviewing Officer has held the grievance to be untimely, the Grievant may appeal that decision to the Filing Board as provided in D. below.

D. In the event the Grievant does not accept the action taken by the Reviewing Officer:

1. The Grievant may submit the issue to the Filing Board. Such submission must be made within five working days of receipt of the Reviewing Officer's action.

2. The Grievant may request a hearing before the Filing Board. Such hearing shall be held within seven working days of receipt of the issue. The Grievant may be represented by an AAUP advisor at such hearing.

3. The Filing Board shall review the submissions and render a decision in writing within ten working days of receipt.

4. If the Filing Board sustains the claim that the grievance filing meets the procedural requirements or should be accepted as timely filed, it shall forward the grievance statement to the appropriate Provost's office with notice of acceptance to the grievant and the AAUP.

5. If the Filing Board rejects the claim that the grievance filing meets the procedural requirements, it shall notify the Grievant as per the provisions of Section B. If the grievance has been rejected for reasons other than timeliness, the grievance may be resubmitted as per the provisions of C. above.

6. The decision of the Filing Board shall be final and binding on the Grievant, the University and the AAUP.

E. In the event the Reviewing Officer or the Filing Board finds that the grievance does not conform to the definition of a grievance as specified in Section IA of this procedure, it shall take one of the following actions:

1. If the Reviewing Officer or the Filing Board asserts that the matter alleged in the grievance is a matter that is grievable under some other grievance procedure, it shall so inform the Grievant. The requirements for timeliness of filing in such other procedure shall be adjusted appropriately for the resubmission of the grievance.

2. If the Reviewing Officer or the Filing Board asserts that the matter alleged in the grievance is not grievable under any contractual grievance procedure because of limitations on grievability under the New Jersey Employer-Employee Relations Act, it shall so advise the Grievant and the parties to the contract. Either party and/or the Grievant may then invoke the mechanism appropriate to the hearing and adjudication of such issue under the law.

F. If the Reviewing officer fails to meet the deadlines specified herein, either the Grievant or the AAUP may forward the grievance to the Filing Board

### III. Hearing Before the Grievance Committee

#### A. Functions and Authority

1. The Grievance Committee shall conduct hearings, to commence within ten working days of the date the grievance was referred to it.

2. It is expected that the hearings shall be completed within twenty-five working days of the date of the initial hearing.

3. Within five working days of the final hearing session, the Committee shall render a decision in writing which shall address all allegations in the grievance. This decision shall be binding on the University, the Grievant, and the AAUP.

4. Copies of the Grievance Committee's decision shall be sent to the Grievant, the AAUP, the University Representative, the appropriate Provost and the Vice President for the University Personnel.

5. When the Committee finds that an allegation or allegations is/are true it shall order a remand to correct the found defect(s).

6. When a remand is so ordered, the Grievant and the appropriate member of the Administration shall meet in an effort to fashion a remedy to correct the specific defect(s). If such agreement is reached, it will be reduced to writing and signed by the University and the Grievant. Such remedy shall be implemented promptly.

7. If no agreement is reached within ten working days of receipt of the decision, it shall be the responsibility of the University to fashion an appropriate remedy, making certain that all the identified defects are properly and promptly corrected.

8. No one found to have been biased or to have been otherwise responsible for the defects shall participate in the fashioning of a remedy.

9. The sole and exclusive remedy under this procedure shall be a remand of the reappointment, promotion, and/or tenure decision.

**B. Hearing Procedures before the Grievance Committee**

1. The University Representative shall be the person designated by the Administration to present the case for the University.

2. The University Representative may be assisted by an Advisor.

3. The Grievant may be represented and assisted by two Advisors.

4. Normally, the University Representative, the University Representative's Advisor and the Grievant's Advisors shall not be attorneys except that attorneys who hold faculty rank at the University shall not be excluded from functioning in these roles. However, if either party chooses to be represented by an attorney, the other party may be so represented.

5. The Grievant and the University Representative may call and cross-examine witnesses, including, but not limited to, those persons whose actions are alleged to have constituted grievable actions.

6. The Grievant may offer testimony and, if he or she does so, is subject to cross examination.

7. The University Representative may present testimony and, if he or she does so, is subject to cross examination.

8. Observers of the hearing are permitted with the consent of the Grievant and the University Representative.

9. Documents may be introduced to the Grievance Committee from the time the grievance is filed until the Committee declares the hearing to be terminated.

10. There shall be no ex parte communication regarding the grievance with the Grievance Committee by the Grievant, the University Representative, the AAUP or the University Administration.

11. Either party may tape the proceedings of the hearing.

12. The standard of proof shall be met when the preponderance of written and oral evidence about the alleged procedural defect as presented at the hearing is sufficient to sustain the allegation.

13. Prior to the start of the hearing, the Administration shall, in so far as it is possible for it to do so, make available to the grievant all relevant requested documents and other relevant information, other than outside confidential letters and the promotion packets of other faculty.

14. Outside confidential letters of recommendation are those letters received in response to solicitation under form 1A.

Outside confidential letters of recommendation shall not be made available to the Grievant or to his or her advisors, nor shall they be offered or admitted into evidence before the Grievance Committee, the Filing Board or the Permanent Panel on Procedures

In those cases in which the outside confidential letters of recommendation are the basis of a grievance, the matter shall be handled as follows:

Two (2) neutral tenured faculty members, each mutually acceptable to the Grievant and to the University, shall be appointed by the Grievance Committee. The letters shall be turned over to the neutrals on a confidential basis. The neutrals shall examine the



letters, investigate the allegations as they deem necessary, and issue their report(s) to the University Representative, the Grievance Committee and the Grievant. Upon receipt of the neutrals' report, the Grievant may submit a request to the Grievance Committee that a second list of questions be addressed to the neutrals. The confidentiality of the contents and the identity of the writers shall be protected at all times.

15. The confidentiality of the procedure appropriate to the maintenance of due process shall be adhered to by both parties. Claims by either party of breaches of such confidentiality shall be referred to the Permanent Panel on Procedures.

IV. Settlement of Procedural Questions Arising During Hearings of the Grievance Committee

A. A question arising during the processing of a grievance under this procedure concerning the interpretation and/or application of this procedure may be raised by the Grievant or the University Representative as a matter for determination by the Grievance Committee.

1. In the event the Grievance Committee declines to determine the matter or the Grievant or the University Representative is not satisfied with the soundness of the interpretation and/or application, that procedural issue shall be referred to the Permanent Panel on Procedures, as per section C.1. below.

2. If such issue is not settled by the Grievance Committee, the Grievant and/or the University Representative may request that the hearings be suspended pending review by the Permanent Panel on Procedures.

3. If suspension as per Section 2. is not requested, the hearing may proceed to consider matters on which no issue of interpretation or application of procedure has been raised.

4. A ruling made by the Grievance Committee on the interpretation or application of this procedure that is not referred by the Grievant or the University Representative to the Permanent Panel on Procedures at the time of such ruling shall be binding on the parties to this and only this case.

B. A question concerning a matter of procedure not specifically addressed by this procedure shall be referred within two working days of the date the issue arose to the parties to this agreement (AAUP and the University) for a joint determination that shall amend the procedure on this question.

Should the AAUP and the University fail to reach such agreement within five working days of submission to them, the question may be submitted to the Permanent Panel on Procedures by the parties raising the question for an ad hoc procedure to be implemented in the instant case as a reasonable solution to the issue at hand. Any such ad hoc procedures shall not be a precedent in any other case. The Permanent Panel on Procedures shall render a decision within seven working days of the date the matter was submitted to them.

C. The Permanent Panel on Procedures shall have the authority to make binding decisions on the interpretation and/or the application of provisions of this procedure where such issues are referred to it under the provision of section IV, A. 1-2. Matters so referred shall be handled as follows:

1. The Grievant and/or University Representative shall submit their respective claims in writing to the parties to the Agreement (AAUP and the University) within two working days of the date the issue arose. The parties shall each prepare a written position on the issue to be forwarded to the Permanent Panel on Procedures, with each party copying the other, within five working days of receipt of the statement of claim.

2. Either the AAUP or the University may request a hearing on the matter before the Permanent Panel on Procedures. Such request shall be made at the time of the party's submission of its position to the Permanent Panel on Procedures.

If no hearing is requested, the Permanent Panel on Procedures may request a meeting with the parties to this Agreement to discuss the matter.

Any hearing or meeting shall take place within five working days of the Permanent Panel on Procedures' receipt of the parties' submissions.

The Permanent Panel on Procedures shall render its decision on the matter within seven working days of the receipt of the parties' submissions. A ruling by the Permanent Panel on Procedures on the interpretation and/or application of provisions of this Agreement shall be binding on the Grievant, the University and the AAUP.

The decision of the Permanent Panel on Procedures shall be rendered in accordance with law and shall be within the scope of its authority as provided in this procedure.

V. Composition and Selection of Boards, Panels & Grievance Committees

A. The Filing Board

The Filing Board shall be composed of one person appointed by the Administration, one person appointed by the AAUP, and a third person jointly appointed by the Administration and AAUP. Such appointees shall be employees of the University but may not, for the term of their service on this panel, also serve as members of the Permanent Panel on Procedures, as the Reviewing Officer, as a University Representative, or as an Advisor under this procedure.

B. Permanent Panel on Procedures

The Permanent Panel on Procedures shall be composed of one person appointed by the Administration, one person appointed by the AAUP, and a third person jointly appointed by the Administration and the AAUP.

Such appointees shall be employees of the University but may not, for the term of their service on this panel, also serve as members of the Filing Board, as the Reviewing Officer, a University Representative, or as an Advisor under this procedure. Members of the panel shall be appointed March 1st of each year for one-year terms and may be reappointed according to the above requirements.

C. Grievance Committees

Within 10 working days of the date a grievance has been accepted as properly filed by the Reviewing Officer or the Permanent Panel on Procedures, a Grievance Committee shall be established jointly by the Administration and AAUP to hear the case, according to the following procedures:

1. A chairperson of the Grievance Committee shall be selected by rotation from the jointly determined pool\* of tenured faculty (Chair Pool).
2. Two additional faculty members shall be chosen by lot from the jointly determined pool\* of tenured faculty (Committee Pool).
3. No person shall serve on a Grievance Committee for a case in which he/she has participated in the evaluation process.
4. The Grievant may challenge the participation of any Grievance Committee panelist for cause. If such challenge cannot be resolved informally, the matter shall be referred to the Permanent Panel on Procedures for a binding determination.

5. A challenge for cause shall state in writing the reason for the challenge.
6. At the request of either the Grievant or the Administration, the Permanent Panel on Procedures shall hold a meeting within five working days of receipt of the challenge.

**\*Identification of Pools**

Annually, prior to the commencement of the hearing process, the Administration and AAUP shall mutually identify grievance panelists as follows:

There will be one Chair Pool for each geographic area consisting of tenured members of the faculty in the bargaining unit from the area. There shall be at least 24 persons in the New Brunswick Chair Pool; at least 12 persons in the Newark Chair Pool; and at least 6 persons in the Camden Chair Pool.

A Committee Pool shall be established for each geographic area consisting of tenured members of the faculty in the bargaining unit from the area. There shall be at least 48 persons in the New Brunswick Committee Pool; at least 24 persons in the Newark Committee Pool; and at least 12 persons in the Camden Committee Pool.

If the Administration and the AAUP cannot achieve a consensus on the membership of any Pool or any portion thereof, they shall each prepare a list of names according to the following generalized formula specified below:

**Generalized Formula**

Each party shall submit the number of names needed to fill the remaining vacancies, rounded upward to the next even number.

The lists shall then be combined and each party may strike twenty-five percent of the total number of names on the combined list. The remaining names shall constitute the Pool or portion thereof.

**VI. Miscellaneous**

A. Neither the Filing Board, the Permanent Panel on Procedures, nor the Grievance Committees shall have the authority to amend, alter, or in any way change a University Regulation, an established practice or a provision of this Agreement or to substitute its judgement for the academic judgement of persons charged with the responsibility for making such judgements.

B. No reprisals shall be taken against any Grievant, Advisor, witness, or member of a Grievance Committee for participation in the grievance process. Claims of any such reprisals shall be grievable.

C. If the first remanded evaluation results in a negative personnel action, the Grievant shall receive a twelve-month\* extension of employment, dating from the date the grievant is informed of the negative decision. However, such employment will be extended to the end of the academic semester in which the twelve-month extension concludes. It is understood that only one such extension of employment per Grievant as a result of utilization of this grievance procedure will be granted.

\*The provision of twelve months applies only to those Grievants to whom, according to University Regulations, notice of twelve months is due. For Grievants to whom notice of three months or six months is due by University Regulation, the extension shall be for three or six months, as appropriate to the Regulation, extended to the end of the academic semester in which the extension concludes.

VII. Time Limits

Grievances shall be filed within thirty working days of the date on which the Grievant had knowledge of the event out of which the grievance arose except that, in the event the grievance arises between April 1st and June 30th, the due date for filing the complete grievance shall be the second Monday in September. However, such prospective grievant shall, by July 15, file in writing with the Office of the Vice President for University Personnel a notice of intent to file.

For the purpose of this procedure, "working days" are all days between September 1 and June 30 in which the Administrative offices of the University are officially open for business as specified in the administrative calendar.

Requests for extensions of time limits herein specified may be granted only by mutual agreement of the University and the AAUP.

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.

#### XII--TEACHING ASSISTANTS/GRADUATE ASSISTANTS

1. Notice of Reappointment

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.

2. 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--FACULTY 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 XIX) 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.

#### XV--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).

#### XVI--STUDY COMMISSION ON DISMISSAL PROCEDURE

The University Administration and the AAUP hereby establish a Special Advisory Committee to assist the parties in the formulation of a fair and reasonable dismissal procedure to supersede University Regulations 3.94-3.99a.

The Committee shall be composed of two persons holding faculty rank at the University, appointed by the Administration and two persons holding faculty rank at the University, appointed by AAUP. The Committee shall render its recommendations to the parties by January 15, 1981. The Committee shall function under the following guidelines and according to the following procedures:

A. The University and the AAUP regard the National AAUP Policy Statement on Dismissal Procedures (e.g. Section 5 of the 1976 Statement on Recommended Institutional Regulations on Academic Freedom and Tenure) as the appropriate framework from which to develop a specific proposal that is relevant to Rutgers University. The proposed procedure shall include these provisions:

1. Protection of Academic Freedom and the Constitutional Rights of Faculty.

2. A mechanism for informal problem solving by an elected faculty committee to attempt the resolution of situations which may lead to a dismissal charge against a member of the faculty.
3. The right of a charged faculty member to have a formal hearing before a faculty panel.
4. The right of a charged faculty member to choose a public or private hearing.
5. The right of a charged faculty member to retain his/her faculty status and salary pending disposition of the case under this procedure.
6. The right of a charged faculty member to cross examine witnesses and accusers.
7. The stipulation that the ultimate burden of persuasion as to whether or not the charge has been sustained shall rest with the administration.
8. The stipulation that the findings and decisions on the case be based solely on the record of the hearing.
9. The stipulation that a recommendation by the hearing panel to dismiss carries the right of the accused to have his/her case considered by the Board of Governors.

B. Within the above cited parameters, the Committee shall address and make recommendations on the following items:

1. A statement of the cause or causes that shall constitute the grounds for dismissal.
2. Mechanisms to advise the faculty of its professional University responsibilities and obligations.
3. Mechanisms, short of formal charges, to attempt to resolve questions regarding individuals' adherence to such responsibilities and obligations.

C. Each party (the Administration and the AAUP) may submit to the Committee any materials it wishes the Committee to consider in preparing its recommendations.

D. The Administration and the AAUP shall utilize the Committee's recommendations as the basis for continued negotiations on the mandatorily negotiable aspects of a dismissal procedure.

#### XVII—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.

#### XVIII—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.

A joint study committee will be established to review University and State policies on the application of fringe benefits under paid and unpaid leaves of absence. The committee will identify problem areas and submit proposals for future negotiations where applicable.

#### XIX--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.

#### XX--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:

- a. All items related to personnel actions;
- b. 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 AAUP agrees to pay one half the printing costs of the 1979-81 Contract.

4. The annual motor vehicle registration fee, beginning in the fiscal year 1979-80, for employees wishing to register their vehicles for the use of surface campus parking facilities shall be 1/10 of 1% of the employee's annual salary.

#### XXI--SAFETY COMMITTEE

The University and the AAUP agree to establish jointly a committee to discuss mutual problems concerning employee safety and health.

XXII--TERM OF AGREEMENT

This agreement shall be effective from November 18, 1980 to June 30, 1981.

The parties may by mutual agreement continue the terms of the existing agreement beyond June 30, 1981. In this event, either party may terminate such agreement by thirty (30) days written notice to the other.

FOR THE RUTGERS COUNCIL

Orlando Z. Berlin  
Anne S. Benjamin  
Jean L. Bunters  
Walter H. Keogh  
John R. Wilson  
\_\_\_\_\_  
\_\_\_\_\_

FOR RUTGERS UNIVERSITY

Richard L. Michael  
James E. Young  
Margaret D. Wolfson  
Ellen H. Hill  
Christine Moury  
Betty Shinn  
\_\_\_\_\_  
\_\_\_\_\_

DATE 1/14/81

APPENDIX A  
ACADEMIC TITLES COVERED BY AAUP AGREEMENT

<u>CODE</u>		<u>TITLE</u>	<u>CODE</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	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)	95120	95130	Physical Education Instr.
99140	99150	Law Librarian I	95140	95150	County Agent IV
			95200	95210	Other Acad (Instructor)
88000	88010	Professor I	95220	95230	Adjunct Instructor
98000	98010	Research Professor I		95250	Adjunct Lecturer (Instr.)
98020	98030	Research Specialist I	95260	95270	Adjunct County Agent IV
98040	98050	Lecturer (Professor I)			
98060	98070	Extension Specialist (Prof I)	84000	84010	Assistant Instructor
98120	98130	Librarian I	94000	94010	County Agent V
98140	98150	Law Librarian II	94020	94030	Librarian V
98160	98170	Professor Law I	94100	94110	Other Acad (Asst Instr.)
98180	98190	County Agent I (Professor I)	94120	94130	Extension Assistant
98200	09210	Physical Education Specialist (Prof I)	94160	94170	Research Assistant
98260	98270	Other Academic (Prof I)	94180	94190	Lecturer (Asst Instr.)
87000	87010	Associate Professor			
97000	97010	Associate Research Specialist	OTHER TITLES COVERED BY AAUP AGREEMENT		
97020	97030	Associate Research Professor	99710	99712	Teaching Assistant I
97040	97050	Associate Extension Specialist	99711	99713	Teaching Assistant II
97080		Adjunct Associate Professor	99714	99715	Teaching Assistant III
97100	97110	Librarian II			
97120	97130	Law Librarian III	99730	99732	Graduate Assistant I
97140	97150	Associate Professor Law	99731	99733	Graduate Assistant II
97160	97170	Lecturer (Associate Professor)	99734	99735	Graduate Assistant III
97180	97190	County Agent II			
97200	97210	Physical Education Specialist II	99740	99742	Graduate Assistant I (TE)
97260	97270	Other Academic (Associate Prof)	99741	99743	Graduate Assistant II (TE)
			99744	99745	Graduate Assistant III (TE)
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			
96240	96250	Adjunct County Agent III			
96260	96270	Other Academic (Assistant Prof)			
96280	96290	Adjunct Lecturer (Asst Prof)			

Appendix B

RUTGERS • THE STATE UNIVERSITY • OFFICE OF UNIVERSITY PERSONNEL

Academic Salary Schedule Effective July 1, 1979

Title	Range	Min. Start	2nd	3rd	4th	5th	6th	7th	8th	9th
Assistant Instructor (A.Y.) (84000)	14	10769	11259	11750	12240	12731	13222	13712	14203	
	15	11259	11774	12289	12804	13318	13834	14348	14863	
	16	11774	12316	12856	13398	13940	14481	15023	15563	
Assistant Instructor (C.Y.) (84010)	17	12366	12935	13503	14072	14641	15210	15779	16347	
	18	12935	13531	14128	14724	15320	15917	16513	17110	
	19	13531	14157	14784	15410	16035	16662	17288	17915	
Instructor (A.Y.) (85000)	17	12516	13085	13653	14222	14791	15360	15929	16497	
	18	13085	13681	14278	14874	15470	16067	16663	17260	
	19	13681	14307	14934	15560	16185	16812	17438	18065	
	20	14307	14965	15624	16282	16940	17598	18256	18914	
	21	14965	15656	16348	17039	17730	18422	19113	19804	
	22	15656	16382	17107	17833	18558	19284	20010	20735	
Instructor (C.Y.) (85010)	20	14407	15065	15724	16382	17040	17698	18356	19014	
	21	15065	15756	16448	17139	17830	18522	19213	19904	
	22	15756	16482	17207	17933	18658	19384	20110	20835	
	23	16482	17244	18005	18768	19529	20291	21053	21815	
	24	17244	18043	18842	19642	20441	21240	22039	22840	
	25	18043	18715	19387	20227	21067	21907	22747	23587	23924
Assistant Professor (A.Y.) (86000)	21	15215	15906	16598	17289	17980	18672	19363	20054	
	22	15906	16632	17357	18083	18808	19534	20260	20985	
	23	16632	17394	18155	18918	19679	20441	21203	21965	
	24	17394	18193	18992	19792	20591	21390	22189	22990	
	25	18193	18865	19537	20377	21217	22057	22897	23737	24074
	26	19033	19738	20444	21326	22208	23090	23972	24854	25207
Assistant Professor (C.Y.) (86010)	24	17594	18393	19192	19992	20791	21590	22389	23190	
	25	18393	19065	19737	20577	21417	22257	23097	23937	24274
	26	19233	19938	20644	21526	22408	23290	24172	25054	25407
	27	20115	20856	21596	22522	23448	24374	25300	26226	26598
	28	21041	21819	22597	23569	24542	25514	26486	27458	27848
	29	22014	22830	23647	24668	25688	26710	27730	28751	29160

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



Academic Salary Schedule Effective July 1, 1979

<u>Title</u>	<u>Range</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>
<b>Associate Professor (A.Y.)</b> (87000)	25	18493	19165	19837	20677	21517	22357	23197	24037	24374
	26	19333	20038	20744	21626	22508	23390	24272	25154	25507
	27	20215	20956	21696	22622	23548	24474	25400	26326	26698
	28	21141	21919	22697	23669	24642	25614	26586	27558	27948
	29	22114	22930	23747	24768	25788	26810	27830	28851	29260
	30	23135	23993	24849	25921	26992	28064	29135	30208	30636
<b>Associate Professor (C.Y.)</b> (87010)	28	21391	22169	22947	23919	24892	25864	26836	27808	28198
	29	22364	23180	23997	25018	26038	27060	28080	29101	29510
	30	23385	24243	25099	26171	27242	28314	29385	30458	30886
	31	24456	25356	26256	27383	28509	29634	30760	31885	32335
	32	25582	26527	27472	28654	29837	31018	32200	33381	33855
	33	26764	27757	28749	29989	31230	32470	33710	34950	35447
<b>Professor I (A.Y.)</b> (88000)	30	23585	24443	25299	26371	27442	28514	29585	30658	31086
	31	24656	25556	26456	27583	28709	29834	30960	32085	32535
	32	25782	26727	27672	28854	30037	31218	32400	33581	34055
	33	26964	27957	28949	30189	31430	32670	33910	35150	35647
	34	28204	29246	30289	31592	32895	34198	35501	36804	37327
	35	29444	30539	31680	33037	34390	35743	37096	38449	39000
<b>Professor I (C.Y.)</b> (88010)	33	27214	28207	29199	30439	31680	32920	34160	35400	35897
	34	28454	29496	30539	31842	33145	34448	35751	37054	37577
	35	29757	30851	31946	33313	34680	36047	37414	38781	39327
	36	31124	32273	33422	34857	36294	37729	39164	40600	41173
	37	32560	33766	34972	36481	37989	39497	41006	42514	43117
	38	34000	35313	36626	38145	39664	41183	42702	44221	44850
<b>Professor II (A.Y.)</b> (89000)	37	32960	34166	35372	36881	38389	39897	41406	42914	43517
	38	34468	35735	37002	38585	40168	41751	43334	44917	45550
	39	36051	37381	38711	40374	42037	43699	45362	47024	47689
<b>Professor II (C.Y.)</b> (89010)	40	37814	39211	40607	42352	44097	45842	47587	48500	
	41	39559	41025	42492	44326	46159	47992	48500		
	42	41392	42932	44471	46396	48320				

RUTGERS THE STATE UNIVERSITY OFFICE OF UNIVERSITY PERSONNEL

Academic Salary Schedule Effective July 1, 1979

Law School

<u>Title</u>	<u>Range</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 - Law (96140, 96150)	28	21241	22019	22797	23769	24742	25714	26686	27658	28048
	29	22214	23030	23847	24868	25888	26910	27930	28951	29360
	30	23235	24093	24949	26021	27092	28164	29235	30308	30736
Associate Professor - Law (97140, 97150)	31	24556	25456	26356	27483	28609	29734	30860	31985	32435
	32	25682	26627	27572	28754	29937	31118	32300	33481	33955
	33	26864	27857	28849	30089	31330	32570	33810	35050	35547
Professor I - Law (98160, 98170)	34	28554	29596	30639	31942	33245	34548	35851	37154	37677
	35	29857	30951	32046	33413	34780	36147	37514	38881	39427
	36	31224	32373	33522	34957	36394	37829	39264	40700	41273
Professor II - Law (99040, 99050)	38	34568	35835	37102	38685	40268	41851	43434	45017	45650
	39	36151	37481	38811	40474	42137	43799	45462	47124	47789
	40	37814	39211	40607	42352	44097	45842	47587	48500	
	41	39559	41025	42492	44326	46159	47992	48500		
	42	41392	42932	44471	46396	48320	48500			

Appendix C

RUTGERS THE STATE UNIVERSITY OFFICE OF UNIVERSITY PERSONNEL

Academic Salary Schedule Effective July 1, 1980

Title	Range	Min.								
		Start	2nd	3rd	4th	5th	6th	7th	8th	9th
Assistant Instructor (AY) (84000)	14	11523	12047	12573	13097	13622	14148	14672	15197	15721
	15	12047	12598	13149	13700	14250	14802	15352	15903	16453
	16	12598	13178	13756	14336	14916	15495	16075	16652	17232
Assistant Instructor (CY) (84010)	17	13232	13840	14448	15057	15666	16275	16884	17491	18098
	18	13840	14478	15117	15755	16392	17031	17669	18308	18946
	19	14478	15148	15819	16489	17157	17828	18498	19169	19839
Instructor (AY) (85000)	17	13392	14001	14609	15218	15826	16435	17044	17652	18260
	18	14001	14639	15277	15915	16553	17192	17829	18468	19106
	19	14639	15308	15979	16649	17318	17989	18659	19330	19999
	20	15308	16013	16718	17422	18126	18830	19534	20238	20942
	21	16013	16752	17492	18232	18971	19712	20451	21190	21929
	22	16752	17529	18304	19081	19857	20634	21411	22186	22963
Instructor (CY) (85010)	20	15415	16120	16825	17529	18233	18937	19641	20345	21049
	21	16120	16859	17599	18339	19078	19819	20558	21297	22036
	22	16859	17636	18411	19188	19964	20741	21518	22293	23068
	23	17636	18451	19265	20082	20896	21711	22527	23342	24157
	24	18451	19306	20161	21017	21872	22727	23582	24439	25293
	25	19306	20025	20744	21643	22542	23440	24339	25238	26137
Assistant Professor (AY) (86000)	21	16280	17019	17760	18499	19239	19979	20718	21458	22197
	22	17019	17796	18572	19349	20125	20901	21678	22454	23230
	23	17796	18612	19426	20242	21057	21872	22687	23503	24318
	24	18612	19467	20321	21177	22032	22887	23742	24599	25453
	25	19467	20186	20905	21803	22702	23601	24500	25399	26297
	26	20365	21120	21875	22819	23763	24706	25650	26594	27537
Assistant Professor (CY) (86010)	24	18826	19681	20535	21391	22246	23101	23956	24813	25668
	25	19681	20400	21119	22017	22916	23815	24714	25613	26512
	26	20579	21334	22089	23033	23977	24920	25864	26808	27752
	27	21523	22316	23108	24099	25089	26080	27071	28062	29052
	28	22514	23346	24179	25219	26260	27300	28340	29380	30420
	29	23555	24428	25302	26395	27486	28580	29671	30764	31857

Note: (AY) = Academic Year  
(CY) = Calendar Year

Academic Salary Schedule Effective July 1, 1980

Title	Range	Min.		3rd	4th	5th	6th	7th	8th	9th
		Start	2nd							
Associate Professor (AY) (87000)	25	19788	20507	21226	22124	23023	23922	24821	25720	26080
	26	20686	21441	22196	23140	24084	25027	25971	26915	27292
	27	21630	22423	23215	24206	25196	26187	27178	28169	28567
	28	22621	23453	24286	25326	26367	27407	28447	29487	29904
	29	23662	24535	25409	26502	27593	28687	29778	30871	31308
	30	24754	25673	26588	27735	28881	30028	31174	32323	32781
Associate Professor (CY) (87010)	28	22888	23721	24553	25593	26634	27674	28715	29755	30172
	29	23929	24803	25677	26769	27861	28954	30046	31138	31576
	30	25022	25940	26856	28003	29149	30296	31442	32590	33048
	31	26168	27131	28094	29300	30505	31708	32913	34117	34598
	32	27373	28384	29395	30660	31926	33189	34454	35718	36225
	33	28637	29700	30761	32088	33416	34743	36070	37397	37928
Professor I (AY) (88000)	30	25236	26154	27070	28217	29363	30510	31656	32804	33262
	31	26382	27345	28308	29514	30719	31922	33127	34331	34812
	32	27587	28598	29609	30874	32140	33403	34668	35932	36439
	33	28851	29914	30975	32302	33630	34957	36284	37611	38142
	34	30178	31293	32409	33803	35198	36592	37986	39380	39940
	35	31561	32734	33907	35370	36743	38116	39489	40862	41452
Professor I (CY) (88010)	33	29119	30181	31243	32570	33898	35224	36551	37878	38410
	34	30446	31561	32677	34071	35465	36859	38254	39648	40207
	35	31840	33011	34182	35645	37108	38570	40033	41496	42080
	36	33303	34532	35762	37297	38835	40370	41905	43442	44055
	37	34839	36130	37420	39035	40648	42262	43876	45490	46135
	38	36446	37858	39270	40903	42516	44129	45742	47355	48010
Professor II (AY) (89000)	37	35267	36558	37848	39463	41076	42690	44304	45918	46563
	38	36881	38236	39592	41286	42980	44674	46367	48061	48739
	39	38575	39998	41421	43200	44980	46758	48537	50316	51027
Professor II (CY) (89010)	40	40461	41956	43449	45317	47184	49051	50918	51895	
	41	42328	43897	45466	47429	49390	51351	51895		
	42	44289	45937	47584	49644	51702	51895			

RUTGERS THE STATE UNIVERSITY OFFICE OF UNIVERSITY PERSONNEL  
Academic Salary Schedule Effective July 1, 1980

Law School

Title	Range	Min.		3rd	4th	5th	6th	7th	8th	9th
		Start	2nd							
Assistant Professor - Law (96140, 96150)	28	22728	23560	24393	25433	26474	27514	28554	29594	30011
	29	23769	24642	25516	26609	27700	28794	29885	30978	31415
	30	24861	25780	26695	27842	28988	30135	31281	32430	32888
Associate Professor - Law (97140, 97150)	31	26275	27238	28201	29407	30612	31815	33020	34224	34705
	32	27480	28491	29502	30767	32033	33296	34561	35825	36332
	33	28744	29807	30868	32195	33523	34850	36177	37504	38035
Professor I - Law (98160, 98170)	34	30553	31668	32784	34178	35572	36966	38361	39755	40314
	35	31947	33118	34289	35752	37215	38677	40140	41603	42187
	36	33410	34639	35869	37404	38942	40477	42012	43549	44162
Professor II - Law (99040, 99050)	38	36988	38343	39699	41393	43087	44781	46474	48168	48846
	39	38682	40105	41528	43307	45087	46865	48644	50423	51134
	40	40461	41956	43449	45317	47184	49051	50918	52785	53595
	41	42328	43897	45466	47429	49390	51351	53312	55273	56234
	42	44289	45937	47584	49644	51702	53761	55820	57879	58938

Appendix D

PROMOTIONAL ADJUSTMENT TABLES

1979-80 and 1980-81

Find the present range and step in the former rank in the upper half of the box: the figure in the lower half of the same box is the range and step in the new rank.

PROMOTION FROM ASSISTANT INSTRUCTOR (AY) TO INSTRUCTOR (AY)

Range

14	14-1 17-1	14-2 17-1	14-3 17-1	14-4 17-2	14-5 17-3	14-6 17-4	14-7 18-4	14-8 19-3
15	15-1 17-1	15-2 17-1	15-3 17-2	15-4 17-3	15-5 17-4	15-6 18-4	15-7 19-4	15-8 20-3
16	16-1 17-1	16-2 17-2	16-3 17-3	16-4 17-4	16-5 18-4	16-6 19-4	16-7 20-4	16-8 21-3

PROMOTION FROM ASSISTANT INSTRUCTOR (CY) TO INSTRUCTOR (CY)

Range

17	17-1 20-1	17-2 20-1	17-3 20-1	17-4 20-2	17-5 20-3	17-6 20-4	17-7 21-4	17-8 22-3
18	18-1 20-1	18-2 20-1	18-3 20-2	18-4 20-3	18-5 20-4	18-6 21-4	18-7 22-4	18-8 23-3
19	19-1 20-1	19-2 20-2	19-3 20-3	19-4 20-4	19-5 21-4	19-6 22-4	19-7 23-4	19-8 24-3

PROMOTIONAL ADJUSTMENT TABLES

1979-80 and 1980-81

Find the present range and step in the former rank in the upper half of the box; the figure in the lower half of the same box is the range and step in the new rank.

PROMOTION FROM INSTRUCTOR (AY) TO ASSISTANT PROFESSOR (AY)

Range	17-1	17-2	17-3	17-4	17-5	17-6	17-7	17-8
17	17-1 21-1	17-2 21-1	17-3 21-1	17-4 21-1	17-5 21-2	17-6 21-3	17-7 21-4	17-8 22-3
18	18-1 21-1	18-2 21-1	18-3 21-1	18-4 21-2	18-5 21-3	18-6 21-4	18-7 22-4	18-8 23-3
19	19-1 21-1	19-2 21-1	19-3 21-2	19-4 21-3	19-5 21-4	19-6 22-4	19-7 23-4	19-8 24-3
20	20-1 21-1	20-2 21-2	20-3 21-3	20-4 21-4	20-5 22-4	20-6 23-4	20-7 24-4	20-8 25-4
21	21-1 21-2	21-2 21-3	21-3 21-4	21-4 22-4	21-5 23-4	21-6 24-4	21-7 25-4	21-8 26-4
22	22-1 21-4	22-2 22-3	22-3 22-4	22-4 23-4	22-5 24-4	22-6 25-4	22-7 26-4	22-8 26-5

PROMOTIONAL ADJUSTMENT TABLES

1979-80 and 1980-81

Find the present range and step in the former rank in the upper half of the box: the figure in the lower half of the same box is the range and step in the new rank.

PROMOTION FROM INSTRUCTOR (CY) TO ASSISTANT PROFESSOR (CY)

Range	20-1	20-2	20-3	20-4	20-5	20-6	20-7	20-8	
20	20-1 24-1	20-2 24-1	20-3 24-1	20-4 24-1	20-5 24-2	20-6 24-3	20-7 24-4	20-8 25-4	
21	21-1 24-1	21-2 24-1	21-3 24-1	21-4 24-2	21-5 24-3	21-6 24-4	21-7 25-4	21-8 26-4	
22	22-1 24-1	22-2 24-1	22-3 24-2	22-4 24-3	22-5 24-4	22-6 25-4	22-7 26-4	22-8 27-4	
23	23-1 24-1	23-2 24-2	23-3 24-3	23-4 24-4	23-5 26-3	23-6 26-4	23-7 27-4	23-8 28-4	
24	24-1 24-2	24-2 24-3	24-3 24-4	24-4 26-4	24-5 27-3	24-6 27-4	24-7 28-4	24-8 29-4	
25	25-1 24-3	25-2 24-4	25-3 25-4	25-4 26-4	25-5 27-4	25-6 28-4	25-7 29-4	25-8 29-5	25-9 29-5



PROMOTIONAL ADJUSTMENT TABLES

1979-80 and 1980-81

Find the present range and step in the former rank in the upper half of the box; the figure in the lower half of the same box is the range and step in the new rank.

PROMOTION FROM ASSISTANT PROFESSOR (AY) TO ASSOCIATE PROFESSOR (AY)

Range

21	21-1 25-1	21-2 25-1	21-3 25-1	21-4 25-2	21-5 25-3	21-6 25-4	21-7 26-4	21-8 27-4	
22	22-1 25-1	22-2 25-1	22-3 25-2	22-4 25-3	22-5 25-4	22-6 26-4	22-7 27-4	22-8 28-4	
23	23-1 25-1	23-2 26-1	23-3 26-2	23-4 26-3	23-5 26-4	23-6 27-4	23-7 28-4	23-8 29-4	
24	24-1 26-1	24-2 27-1	24-3 27-2	24-4 27-3	24-5 27-4	24-6 28-4	24-7 29-4	24-8 30-4	
25	25-1 27-1	25-2 28-1	25-3 28-2	25-4 28-3	25-5 28-4	25-6 29-4	25-7 30-4	25-8 30-4	25-9 30-5
26	26-1 28-1	26-2 29-1	26-3 29-2	26-4 29-3	26-5 29-4	26-6 30-4	26-7 30-5	26-8 30-5	26-9 30-6

PROMOTIONAL ADJUSTMENT TABLES

1979-80 and 1980-81

Find the present range and step in the former rank in the upper half of the box: the figure in the lower half of the same box is the range and step in the new rank.

PROMOTION FROM ASSISTANT PROFESSOR (CY) TO ASSOCIATE PROFESSOR (CY)

Range									
24	24-1	24-2	24-3	24-4	24-5	24-6	24-7	24-8	
	28-1	28-1	28-1	28-2	28-3	28-4	29-4	30-4	
25	25-1	25-2	25-3	25-4	25-5	25-6	25-7	25-8	25-9
	28-1	28-1	28-2	28-3	28-4	29-4	30-4	30-4	31-4
26	26-1	26-2	26-3	26-4	26-5	26-6	26-7	26-8	26-9
	28-1	29-1	29-2	29-3	29-4	30-4	31-4	31-4	32-4
27	27-1	27-2	27-3	27-4	27-5	27-6	27-7	27-8	27-9
	29-1	30-1	30-2	30-3	30-4	31-4	32-4	32-4	33-4
28	28-1	28-2	28-3	28-4	28-5	28-6	28-7	28-8	28-9
	30-1	31-1	31-2	31-3	31-4	32-4	33-4	33-4	33-5
29	29-1	29-2	29-3	29-4	29-5	29-6	29-7	29-8	29-9
	31-1	32-1	32-2	32-3	32-4	33-4	33-5	33-5	33-6

PROMOTIONAL ADJUSTMENT TABLES

1979-80 and 1980-81

Find the present range and step in the former rank in the upper half of the box: the figure in the lower half of the same box is the range and step in the new rank.

PROMOTION FROM ASSOCIATE PROFESSOR (AY) TO PROFESSOR I (AY)

Range	25-1	25-2	25-3	25-4	25-5	25-6	25-7	25-8	25-9
25	25-1 30-1	25-2 30-1	25-3 30-1	25-4 30-1	25-5 30-2	25-6 30-3	25-7 30-4	25-8 30-4	25-9 31-4
26	26-1 30-1	26-2 30-1	26-3 30-1	26-4 30-2	26-5 30-3	26-6 30-4	26-7 31-4	26-8 31-4	26-9 32-4
27	27-1 30-1	27-2 30-1	27-3 30-2	27-4 30-3	27-5 31-3	27-6 31-4	27-7 32-4	27-8 32-4	27-9 33-4
28	28-1 30-1	28-2 31-1	28-3 31-2	28-4 31-3	28-5 32-3	28-6 32-4	28-7 33-4	28-8 33-4	28-9 34-4
29	29-1 31-1	29-2 32-1	29-3 32-2	29-4 32-3	29-5 33-3	29-6 33-4	29-7 34-4	29-8 34-4	29-9 34-5
30	30-1 32-1	30-2 33-1	30-3 33-2	30-4 33-3	30-5 34-3	30-6 34-4	30-7 34-5	30-8 34-5	30-9 34-6

PROMOTIONAL ADJUSTMENT TABLES

1979-80 and 1980-81

Find the present range and step in the former rank in the upper half of the box: the figure in the lower half of the same box is the range and step in the new rank.

PROMOTION FROM ASSOCIATE PROFESSOR (CY) TO PROFESSOR I (CY)

Range

28	28-1 33-1	28-2 33-1	28-3 33-1	28-4 33-1	28-5 33-2	28-6 33-3	28-7 33-4	28-8 33-4	28-9 34-4
29	29-1 33-1	29-2 33-1	29-3 33-1	29-4 33-2	29-5 33-3	29-6 33-4	29-7 34-4	29-8 34-4	29-9 35-4
30	30-1 33-1	30-2 33-1	30-3 33-2	30-4 33-3	30-5 34-3	30-6 34-4	30-7 35-4	30-8 35-4	30-9 36-4
31	31-1 33-1	31-2 34-1	31-3 34-2	31-4 34-3	31-5 35-3	31-6 35-4	31-7 36-4	31-8 36-4	31-9 37-4
32	32-1 34-1	32-2 35-1	32-3 35-2	32-4 35-3	32-5 36-3	32-6 36-4	32-7 37-4	32-8 37-4	32-9 37-5
33	33-1 35-1	33-2 36-1	33-3 36-2	33-4 36-3	33-5 37-3	33-6 37-4	33-7 37-5	33-8 37-5	33-9 37-6

PROMOTIONAL ADJUSTMENT TABLES

1979-80 and 1980-81

Find the present range and step in the former rank in the upper half of the box; the figure in the lower half of the same box is the range and step in the new rank.

PROMOTION FROM PROFESSOR I (AY) TO PROFESSOR II (AY)

Range

30	30-1 37-1	30-2 37-1	30-3 37-1	30-4 37-1	30-5 37-1	30-6 37-1	30-7 37-1	30-8 37-1	30-9 37-1
31	31-1 37-1	31-2 37-1	31-3 37-1	31-4 37-1	31-5 37-1	31-6 37-1	31-7 37-1	31-8 37-1	31-9 37-2
32	32-1 37-1	32-2 37-1	32-3 37-1	32-4 37-1	32-5 37-1	32-6 37-1	32-7 37-2	32-8 37-3	32-9 37-3
33	33-1 37-1	33-2 37-1	33-3 37-1	33-4 37-1	33-5 37-1	33-6 37-2	33-7 37-3	33-8 37-4	33-9 37-4
34	34-1 37-1	34-2 37-1	34-3 37-1	34-4 37-1	34-5 37-2	34-6 37-3	34-7 37-4	34-8 38-4	34-9 38-4

PROMOTION FROM PROFESSOR I (CY) TO PROFESSOR II (CY)

Range

33	33-1 40-1	33-2 40-1	33-3 40-1	33-4 40-1	33-5 40-1	33-6 40-1	33-7 40-1	33-8 40-1	33-9 40-1
34	34-1 40-1	34-2 40-1	34-3 40-1	34-4 40-1	34-5 40-1	34-6 40-1	34-7 40-1	34-8 40-1	34-9 40-2
35	35-1 40-1	35-2 40-1	35-3 40-1	35-4 40-1	35-5 40-1	35-6 40-1	35-7 40-2	35-8 40-3	35-9 40-3
36	36-1 40-1	36-2 40-1	36-3 40-1	36-4 40-1	36-5 40-1	36-6 40-2	36-7 40-3	36-8 40-4	36-9 40-4
37	37-1 40-1	37-2 40-1	37-3 40-1	37-4 40-1	37-5 40-2	37-6 40-3	37-7 40-4	37-8 41-4	37-9 41-4

PROMOTIONAL ADJUSTMENT TABLES

1979-80 and 1980-81

Find the present range and step in the former rank in the upper half of the box; the figure in the lower half of the same box is the range and step in the new rank.

PROMOTION FROM  
LAW SCHOOL ASSISTANT PROFESSOR TO ASSOCIATE PROFESSOR

Range

28	28-1 31-1	28-2 31-1	28-3 31-2	28-4 31-3	28-5 31-4	28-6 32-4	28-7 33-4	28-8 33-4	28-9 33-5
29	29-1 31-1	29-2 32-1	29-3 32-2	29-4 32-3	29-5 32-4	29-6 33-4	29-7 33-5	29-8 33-5	29-9 33-6
30	30-1 32-1	30-2 33-1	30-3 33-2	30-4 33-3	30-5 33-4	30-6 33-5	30-7 33-6	30-8 33-7	30-9 33-7

LAW SCHOOL ASSOCIATE PROFESSOR TO PROFESSOR I

Range

31	31-1 34-1	31-2 34-1	31-3 34-2	31-4 34-3	31-5 35-3	31-6 35-4	31-7 36-4	31-8 36-4	31-9 36-5
32	32-1 34-1	32-2 35-1	32-3 35-2	32-4 35-3	32-5 36-3	32-6 36-4	32-7 36-5	32-8 36-5	32-9 36-6
33	33-1 35-1	33-2 36-1	33-3 36-2	33-4 36-3	33-5 36-4	33-6 36-5	33-7 36-6	33-8 36-7	33-9 36-7

LAW SCHOOL PROFESSOR I TO PROFESSOR II

Range

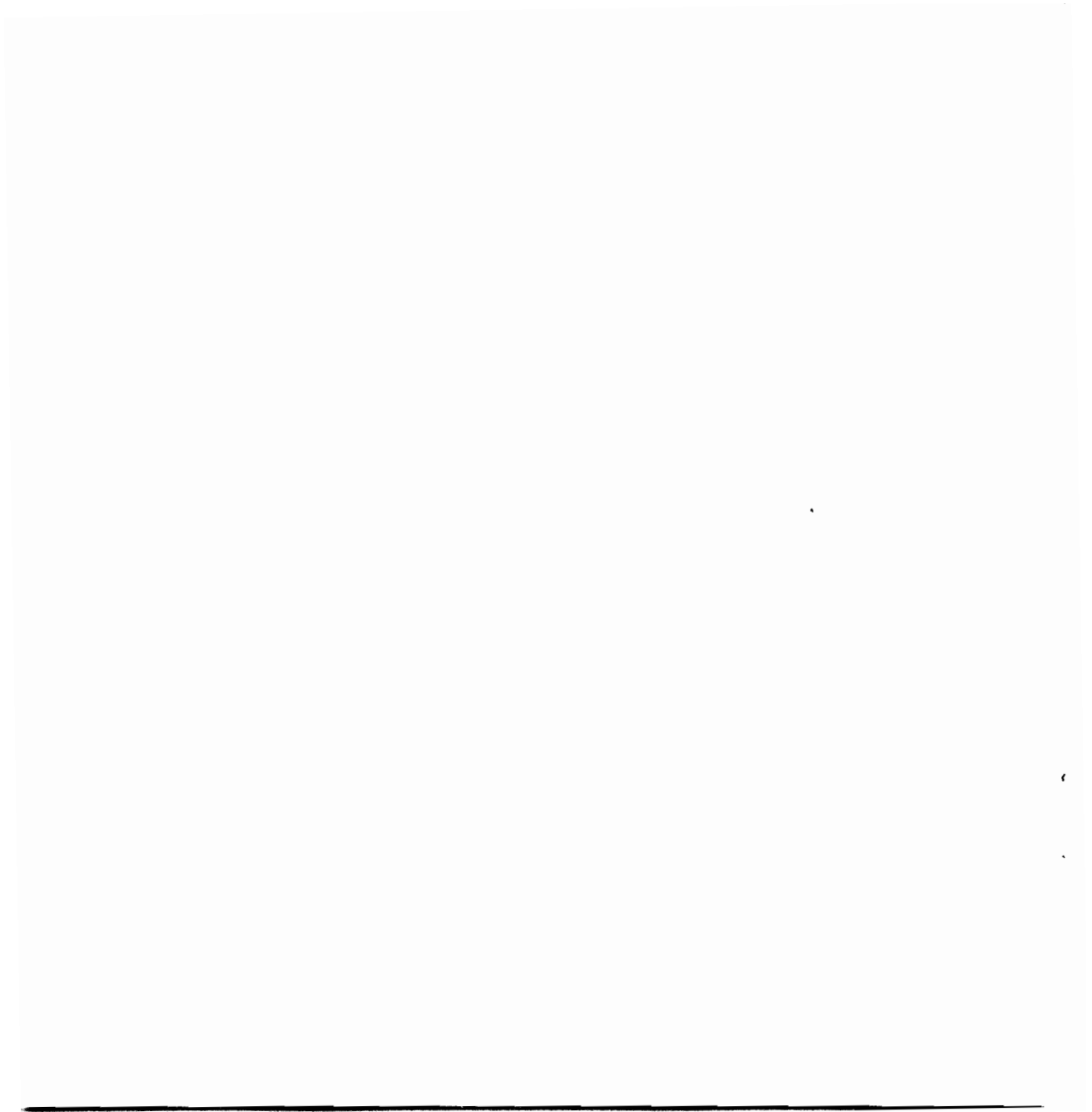
34	34-1 38-1	34-2 38-1	34-3 38-1	34-4 38-1	34-5 38-1	34-6 38-1	34-7 38-3	34-8 38-4	34-9 38-4
35	35-1 38-1	35-2 38-1	35-3 38-1	35-4 38-1	35-5 38-2	35-6 38-3	35-7 38-4	35-8 39-4	35-9 39-4
36	36-1 38-1	36-2 38-1	36-3 38-1	36-4 38-2	36-5 38-3	36-6 38-4	36-7 39-4	36-8 40-4	36-9 40-4

Appendix E

RUTGERS THE STATE UNIVERSITY OFFICE OF UNIVERSITY PERSONNEL

Salary Schedule for the Compensation of Teaching Assistants and Graduate Assistants

<u>TITLE</u>		<u>1979-80</u>	<u>1980-81</u>
Teaching Assistant I	A.Y.	4684	5012
Graduate Assistant I	A.Y.	4684	5012
Teaching Assistant I	C.Y.	5387	5764
Graduate Assistant I	C.Y.	5387	5764
Teaching Assistant II	A.Y.	4917	5261
Graduate Assistant II	A.Y.	4917	5261
Teaching Assistant II	C.Y.	5654	6050
Graduate Assistant II	C.Y.	5654	6050
Teaching Assistant III	A.Y.	5151	5512
Graduate Assistant III	A.Y.	5151	5512
Teaching Assistant III	C.Y.	5923	6338
Graduate Assistant III	C.Y.	5923	6338





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