



RUSA Resolution 16F22-03

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Sponsors: Academic Affairs

“Equal Pay for Equal Work” Resolution

A RUSA Resolution to support the Rutgers University Senate’s Faculty and Personnel Affairs Committee’s considerations for administration regarding Part-Time Lecturers

Whereas, the Rutgers University Senate’s Committee on Faculty and Personnel Affairs was charged with the following¹:

Charge S-2113: PTL Pay and Recognition: Investigate the scope of recognition and compensation for Rutgers Part-Time Lecturers and make any appropriate recommendations. Make recommendations regarding adequate compensation, conversion from PTL status to NTT status, job security and employer paid health plans;

Whereas, the Rutgers University Senate adopted by acclamation on March 25, 2022 the following recommendations²:

1. Compensating Part-Time Lecturers with equal pay for equal work.
2. Part-Time Lecturers that have a course load equivalent to their department’s full-time Non-Tenure Track faculty standards should be considered as full-time status employees.
3. Job security for Part-Time Lecturers.
4. Employer-paid health benefits for Part-Time Lecturers;

Whereas, President Holloway acknowledged the receipt of the Rutgers University Senate’s report and resolution regarding Part-Time Lecturer Pay and Recognition on April 14, 2022³;

Whereas, President Holloway formally responded to Rutgers University Senate’s report and resolution regarding Part-Time Lecturer Pay and Recognition on October 4, 2022⁴;

¹ [S-2113: PTL Pay and Recognition](#)

² [Rutgers University Senate - Faculty and Personnel Affairs Committee: Response to Charge S-2113](#)

³ [President Holloway’s Acknowledgement of the University Senate’s Response to Charge S-2113](#)

⁴ [President Holloway’s Response to the University Senate’s Response to Charge S-2114](#)

Whereas, the Rutgers University Student Assembly has previously passed RUSA Resolution 15F21-06: Resolution of Support for PTLFC-AAUP-AFT Local 6324 on December 2, 2021 by unanimous consent that urged university administration to address concerns relating to wages, treatment, insurance benefits, and hiring practices of Part-Time Lecturers and adjunct professors at Rutgers⁵;

Be it hereby resolved, the Rutgers University Student Assembly (RUSA) of Rutgers University-New Brunswick endorses the principle of equal pay for equal work for Part-Time Lecturers at Rutgers;

Be it further resolved, RUSA endorses awarding Part-Time Lecturers, who've had two or more years of satisfactory performance, multi-year contracts similar to Non-Tenure Track faculty and compensation based on a fractional pay (established by the University and not the individual departments or deans) of Non-Tenure Track faculty within their department.

Be it further resolved, RUSA does not endorse the Administration increasing undergraduate tuition or other student-paid costs to fund equal pay for equal work for Part-Time Lecturers, and encourages the Senate and University to investigate other avenues of potential funding of this initiative.

Be it finally resolved, RUSA endorses the creation of a university-wide policy that ensures fairness in the promotion of Part-Time Lecturers who teach full-time course loads equivalent to the Non-Tenure Track level.

Dates:

Creation:	11/17/2022
Passing Academic Affairs Committee:	11/17/2022
Vote Count: 5 Yeas, 0 Nays, 0 Abstain, 0 Present	
Passing the Assembly:	11/17/2022
Vote Count: Unanimous consent	

⁵  RUSA Resolution 15F21-06: Resolution of Support for PTLFC-AAUP-AFT Local 6324