

WHY IS NEGOTIATION OVER THE REDUCTION TO YOUR CLINICAL COMPONENT NECESSARY ?

NEGOTIATION IS NECESSARY TO ANSWER THE FOLLOWING QUESTIONS:

1. Is there a REAL budget deficit at NJMS or in your Department or is it simply a manufactured reason the University is using to justify reducing your clinical component ?
2. Why did the University not inform you at the time of hire that your clinical component was contingent upon the income that you generated from your clinical work ?
3. Why has the University not shared the data regarding the alleged budget deficit with you ?
4. To the extent a REAL budget deficit exists, does the Dean or Chairman have funds to cover the deficit in the same way they have done in the past ?
5. Why is the University refusing to rescind the message that faculty are overpaid ?
6. Why is the reduction to your clinical supplement permanent if it is to address an alleged current budget deficit ?
7. What is the root-cause of the alleged budget deficit ? What measures have been put in place to ensure the alleged deficit does not continue ?
8. Why is there no guarantee that the University will restore or increase your clinical supplement in the future upon meeting specified conditions ?
9. Why are some members in your Department experiencing a substantially smaller or substantially larger reduction to their clinical supplements than you ? In other words, are the reductions being implemented in a fair and equitable manner or in an arbitrary or capricious manner ?
10. If the University is using the income that you generate from clinical work as the basis to reduce your patient service component, what value is the University putting on charity care?
11. Why is the University using income generation as a basis for reducing your clinical component if you are doing the same or more clinical work and you are not involved in the collection of the monies generated by your clinical work ?
12. Why is the University giving University Administrators - Denise Rodgers and Darlene Cox – salary increases while simultaneously seeking to reduce your clinical component ?
13. Will the University guarantee in writing that it will not use this reduction to your clinical supplements for an alleged budget deficit as a reason to reduce your clinical supplement in future years ?