

TO: AAUP BARGAINING UNIT MEMBERS  
FROM: AAUP-UMDNJ  
RE: SALARY REDUCTIONS QUESTIONS YOU NEED ANSWERS TO

**YOU ARE NOT ALONE – AAUP IS HERE TO HELP YOU !**

AT A TIME WHEN UMDNJ IS SEEKING TO REDUCE FACULTY SALARIES, WE ALL NEED TO ASK AND GET ANSWERS TO THE FOLLOWING QUESTIONS:

**1. WHY ARE DARLENE COX AND DR. DENISE RODGERS RECEIVING SALARY INCREASES ?**

Excerpt from Page 4 of February 20, 2007 Board of Trustee minutes:

Whereupon, on motion duly made, seconded and unanimously carried, the salary of **Darlene Cox**, President and CEO of University Hospital was, on a one-time equity basis, increased to **\$437,000 per annum, retroactive to July 1, 2006**, and a clinical supplement of **\$15,000 per annum** was added to the base salary of **Denise Rodgers** retroactive to January 1, 2007.

See <http://www.umdj.edu/about/board/minutes.htm>

**2. WHY IS THE UNIVERSITY REFUSING TO RELEASE PUBLIC INFORMATION UPON WHICH THEY ARE RELYING AND ACTING UPON ?**

Pursuant to the open public records act, AAUP requested UMDNJ to provide it with (1) The Bard Group Report/Analyses; (2) February 7, 2007 Bard Group Presentation; (3) recent compensation analyses that have concluded that “compensation for some clinicians is too high;” and (4) all documents and communications relied upon related to budget reductions at NJMS.

UMDNJ has refused to disclose the requested information because they allege they are “advisory, consultative, and deliberative.” By definition,

this suggests that no decisions have been made on this information and that it has not been acted upon.

**WE ALL KNOW THAT THE UNIVERSITY IS RELYING AND ACTING UPON THIS INFORMATION.**

**WHERE IS THE TRANSPARENCY ?**

**WHAT ARE THEY HIDING ?**

**3. WHY IS THE UNIVERSITY DELAYING NEGOTIATIONS WITH AAUP THAT NEED TO OCCUR NOW ?**

On February 22, 2007 AAUP demanded that UMDNJ negotiate over any modifications to faculty salaries contemplated or already affected. It took the Administration nineteen (19) days to respond and advise AAUP that “no faculty actions have been implemented and [that] it is the University’s intention to meet with the AAUP, *when appropriate*, and *discuss* any pertinent issues that may impact your members.”  
*[emphasis added]*

**IF INFORMING FACULTY OF SALARY REDUCTIONS IS NOT IMPLEMENTATION, WHAT IS ?**

**IF NOW IS NOT THE APPROPRIATE TIME TO ENAGE IN DISCUSSIONS, WHEN IS ?**

If you are approached by the administration for a salary reduction, you should respond with the above questions and contact AAUP at 973-972-5875 or [bernstein@aaupumdnj.org](mailto:bernstein@aaupumdnj.org) so that we can advise you of your salary rights.

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