

April 30, 2014

**MANAGEMENT PROPOSAL – ROWAN UNIVERSITY
FOR CONTRACT EXTENSION THROUGH JUNE 30, 2015**

This proposal applies only to AAUP bargaining unit members at the Rowan University School of Osteopathic Medicine. It is understood that AAUP would need to submit this proposal to its membership employed by Rowan University School of Osteopathic Medicine for possible ratification.

1. (a) Implement an across-the-board 1.0 percent wage increase to base salary retroactive to July 1, 2013, which shall be paid as soon as administratively feasible, but in any event no later than 30 days after notification of ratification. The 1.0 percent across-the-board increase will be included in the first full paycheck following notification of ratification.

(b) Implement an across-the-board 1.75 percent wage increase to base salary effective the first full pay period after July 1, 2014.

2. Add the following language to the notice of non-reappointment section (Article XXVII):

In the event that any faculty member on a term appointment voluntarily wishes to separate his/her employment, he or she shall provide Rowan University not less than 90 days written notice of his/her intent to do so, unless there is a hardship (in which case a meeting shall be held among the faculty member, the AAUP and Rowan University Administration within seven calendar days of said request to address the hardship).

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3. Replace the language addressing health benefits (Article IX.C-E) to state:

Bargaining unit members are eligible for benefits pursuant to the State Health Benefits Program, including, but not limited to, Health, Drug and Dental benefits, in conformance with the requirements of P.L. 2011, c. 78. After the full implementation of the July 1, 2014 contribution level(s), that contribution level shall become part of the parties' collective negotiations, and shall then be subject to collective negotiations in a manner similar to other negotiated items between the parties.

4. Faculty-Management Compensation Study Committee
- (a) Establish a faculty-management compensation study committee (the "Committee").
 - (b) Committee recommendations are not binding on Rowan University or AAUP, and do not become part of the negotiations history unless a recommendation is agreed to in its entirety by the parties negotiating the successor agreement and becomes part of the successor agreement.
 - (c) Faculty Committee members shall be selected by the AAUP. Neither the AAUP nor Rowan University shall appoint more than five members of the Committee.
 - (d) The Committee will begin its work no later than July 15, 2014.
 - (e) Process questions related to the functioning of the Committee will be resolved by Rowan University and the AAUP "point persons," which for AAUP will be a staff person.

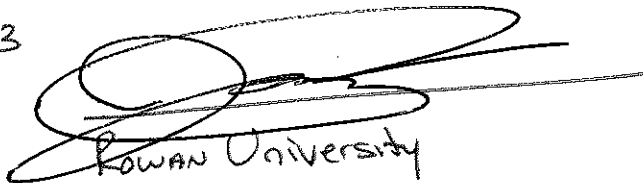
A handwritten signature in black ink, appearing to be "JAH", located in the bottom right corner of the page.

(f) The Committee is to report to Rowan University Management and AAUP no later than November 15, 2014, unless an extension is mutually agreed upon by the parties.

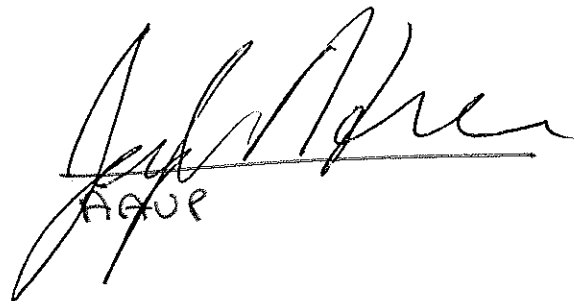
5. Rowan University and AAUP will work together in a good faith effort to identify instances where the AAUP-UMDNJ contract should be updated to account for the 2013 transition to Rowan. For example it is expected that references to UMDNJ will be removed and replaced with appropriate references to Rowan University. More substantive items such as Article III (Recognition) will need to be discussed. If appropriate, the parties shall enter into a separate MOA detailing these mutually agreed upon changes to the AAUP/Rowan University Agreement.

6. Rowan University (in concert with the State) will make reasonable efforts to schedule negotiations for a successor agreement within 45 days of a request to do so from the AAUP. Said request shall not be made before September 15, 2014.

T. A.
4/30/13



Rowan University



AAUP