

To Our Students and Your Families and Friends

From all of us on the Rutgers-Camden faculty:

Congratulations!

This is a day to celebrate your achievement. A day to recognize that you faced many challenges to get to this point—and that you overcame them. **Nothing makes us prouder as faculty members than these opportunities to stand with our students and families and celebrate together.**

Many of us are out here to greet you today as you come to the ceremony, but we won't be participating inside. We want you to know that this is because we have such deep respect for you and know the obstacles you overcame to be here today. We believe that too many of these obstacles were created by the university administration's policies and actions that are making it harder and harder on Camden students and their families. This is unacceptable to us.

We're proud of our campus's commitment to expanding access to education. Thanks to the Bridging the Gap program, students from families without the financial resources others enjoy can get a world-class education at a top research institution. As a result, Rutgers-Camden serves proportionally higher numbers of first-generation and people-of-color students than the Rutgers-New Brunswick campus.

Sadly, however, the central administration's budget model increasingly punishes Camden for not

taking in as much tuition revenue per student. We face austerity measures and cuts that the other Rutgers campuses don't—and that makes the jobs of learning and teaching that much harder for all of us.

Those jobs got even harder last month, when Chancellor Antonio Tillis abruptly fired your dean, Howard Marchitello, one of the most respected leaders on campus. Dean Marchitello's "crime" was to speak publicly about what he calls "structural and chronic under-investment" at Rutgers-Camden. You saw the results of this all around you at Camden: buildings that went unrepaired, favorite professors leaving for jobs at other institutions.

Our faculty is united in viewing the firing of Dean Marchitello as an insult and a threat to all of us—faculty, staff, students, and the community of Camden. Earlier today, we attended an on-campus meeting to express our deep concerns to Chancellor Tillis and to call for accountability and transparency in how this university is run and an equitable distribution of resources for our campus.

We want to stand with many more students like you at commencements for years to come. So we are standing outside today to show our determination that Rutgers-Camden will have a bright future.

Congratulations on your graduation! We will honor your achievement by fighting for the next generation of Rutgers-Camden students.



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Facts You Should Know about Rutgers-Camden

We're here today to celebrate our students and stand up for the future of the campus we love.

That future is at risk. Years of disinvestment and inequitable treatment by the central Rutgers administration have made it harder and harder for Camden students to learn, faculty to teach, and everyone to do their jobs. The message we are sending today is simple: Enough is enough!

Here are some of the issues we are raising to ensure our campus's future:

- Rutgers-Camden is nationally recognized for effectively serving a disproportionately low-income and people-of-color student body. Undergraduate enrollment has increased significantly in recent years, largely because of the Bridging the Gap program, which helps low-income students get a world-class education at Rutgers. But the Camden campus has been punished for these rising enrollments because this groundbreaking program brings in fewer tuition dollars per student.

Under Rutgers' current budget system, Responsibility Center Management (RCM), Camden is persistently in the red. That has been the justification for harsh austerity measures. For example, during the years that tonight's graduates were in school, any non-grant-related purchase greater than \$500 required direct approval from the university's Chief Financial Officer. Measures like this starved our campus of the resources it needs.

- One of the clearest examples of lack of respect for Rutgers-Camden is the huge salary gap for its faculty, who make 24 percent less than their equivalent colleagues on other Rutgers campuses. In late September, the initial decisions in a university-wide program designed to address these inequities once again



left Camden behind. On average, salary adjustments for Camden faculty were less than half of what their colleagues in New Brunswick received, and about one in five Camden equity applicants received nothing at all.

- Faculty concerns over the mishandled pay equity program led directly to the abrupt firing of Arts and Sciences Dean Howard Marchitello in October. Dean Marchitello told a Faculty Senate meeting that he had been instructed not to discuss his misgivings about the pay equity program with faculty. He believes his refusal to be silent led to his dismissal.

Since Dean Marchitello's firing, faculty, grad workers, staff, and students have been organizing to send the message that we will not accept second-class treatment for our world-class campus.

We want answers about why Dean Marchitello was fired, we want transparency and a voice in the hiring of the new dean—and we want President Jonathan Holloway's administration to commit to a plan to reverse the disinvestment and disparities that have caused so much damage at Rutgers-Camden.



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