



November 10, 2011

Sol J. Barer, PhD
Chair, UMDNJ Advisory Committee

Dear Dr. Barer:

The 33 UMDNJ faculty elected to the proposed Senate thank you for the opportunity to present our views regarding the University's reorganization. We hope that this letter will be only the first of many instances of our participation in this process.

While we formally represent the 2,500 faculty, we are equally mindful of the faculty's unique position of contact with the University's staff, students and patients and with the many other New Jerseyans who benefit from our work. We all want to see this done right.

We have four principal concerns:

- In this fiscally constrained time, there will be the temptation to use the restructuring as an opportunity to reduce state support. Doing so could jeopardize the resulting institutions' effectiveness, their reputations and even their accreditation status. Rather, we should use the restructuring as an opportunity to remediate areas of weakness and to reinforce and extend areas of excellence throughout all eight schools.
- While implementation is not the charge of your committee, we urge the State to fund the transition adequately. The complexity and expense of the restructuring should not drain resources from our core missions of education, research, clinical care, community service and maintaining the public health.
- Restructuring should be carried out with all deliberate speed. Present faculty are uncertain of their status after restructuring. They and potential new recruits are reluctant to rely on the commitments of deans or chairs. If we are to stem the loss of faculty that has plagued our university for the past several years, we need stability -- or at least predictability -- sooner rather than later.
- As a corollary of the above point, we join the AAUP in urging the continuation of each faculty member's status regarding seniority, tenure, rank, assignment and accruals.

We look forward to working with those who would implement your recommendations and to helping the eight schools of UMDNJ, whatever their future configuration, continue to be sources of pride for ourselves and for all New Jersey.

The UMDNJ Faculty Senate