**Academy for Academic Personnel Administration**

**Fall 2013**

**Round Table Report**

**1. Institution Information**

Name of Institution/System:

Bowling Green State University

Bowling Green OH

Name and Title of Individual Responding:

Bill Balzer

Vice President for Faculty Affairs and Strategic Initiatives

419.372.5312

wbalzer@bgsu.edu

**2a. Description of Faculty Bargaining Unit(s) – Size and Composition**

Bargaining Agent:

BGSU Faculty Association (AAUP)

All full-time faculty (approx. 700 members – down from approx. 800 last year):

tenure track, tenured, and nontenure track

Main campus and regional campus (BGSU Firelands College)

Date of First Contract:

May 1, 2013 – May 1, 2016

(with succeeding contract #2 May 1, 2016 – July 1, 2016)

Number of Succeeding Contracts:

**Web address of current contract:**

<http://www.bgsu.edu/provost/faculty-affairs/collective-bargaining-agreement.html>

**3. Activity Report (e.g., status of current agreement or negotiations, details of last contract settlement, etc.):**

Ending our first year under the new collective bargaining agreement. Improving relations with the BGSUFA after a challenging first year. Although our contract goes until July 1, 2016, plans are in place to begin negotiations in summer 2015.

**4. Special or noteworthy happenings (e.g., relevant arbitration or court decisions, organizing campaigns, labor agency decisions, etc.)**

The administration created some of its own challenges as the BGSUFA was watching very carefully to see how the relationship would go. Efforts to introduce centrally a faculty workload policy were abandoned after lots of misinterpretation and pushback. A sudden notification of nonrenewal of 40 nontenure faculty due to state budget cuts and enrollment loss created a firestorm; a class action grievance was worked out. Although many of these decisions were to be reversed as budget/enrollment picture became clearer, the process created lots of problems (including “leafleting” during student recruitment events and demonstration at Board of Trustee meeting). We also began to recognize that our policies and practices (reappointment, tenure, promotion, merit, work assignments, etc.) are poorly written and quite different within and across colleges; that clean-up is now underway with some resistance. We had a number of grievances as the system is tested, but many were resolved with MOUs and none went to arbitration.

**5. Special happenings related to fiscal issues (e.g., salary reductions, health and dental insurance costs, reductions in force, early retirement programs, program consolidation or elimination, etc.):**

As noted above, the size of the faculty has shrunk and is now closer to metrics of other institutions. We are expecting a large number of retirements due to changes in the state teachers retirement system that make it attractive to retire now. Expectations are that after the gubernatorial election, there will be a legislative push to lower tuition 5%.

R:\DeanBalzer\VPFASI\AAPA 2014 roundtable report for BGSU.docx