

**Academy for Academic Personnel Administration  
Fall 2014  
Round Table Report**

**1. Institution Information**

Name of Institution/System:  
Wright State University  
Dayton, OH

Name and Title of Individual Responding:  
Steven Berberich  
Associate Provost for Faculty and Staff Affairs  
937-775-3036

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

Tenure-eligible and Tenured (TET): 430 full-time faculty  
Faculty in Schools of Medicine and Professional Psychology are excluded, since they do not have tenure

Bargaining Agent:  
AAUP-WSU

Date of First Contract:  
TET: December 8, 1999

Number of Succeeding Contracts:  
five: 2002, 2005, 2008, 2011, 2014

**Web address of current contract:**

TET: <http://www.wright.edu/administration/aaup/2014-2017-TET-CBA.pdf>

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

Non-Tenure Eligible (NTE): 180 full time faculty  
Includes Instructors, Lecturers, Senior Lecturers, Clinical Instructors and Clinical Assistant Professors in Nursing, and visiting faculty of all professorial ranks. Faculty in Schools of Medicine and Professional Psychology are excluded.

Bargaining Agent:  
WSU-AAUP

Date of First Contract:  
NTE: September 20, 2013

Number of Succeeding Contracts:  
one: 2014

**Web address of current contract:**

NTE: <http://www.wright.edu/administration/aaup/2014-2017-NTE-CBA.pdf>

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

We just completed negotiations on both faculty CBAs, which now expire on June 30, 2017. The salary increases total 9.75% over three years with merit and market equity in 2015 and 2016. Increases in our previous three year CBA (2011-2014) totaled 3% and, phased in at 1% a year during 2013-2016, faculty are being required to contribute an additional 4% of their salary into the retirement system.

The faculty agreed to changes in medical benefits that included higher co-pays, out of pocket maximums, and (for the first time) deductibles. In exchange, premium increases were relatively modest.

Annual evaluations now evaluate performance during the previous three years in relation to university-wide teaching and service criteria and (for tenure-track faculty) department-specific research criteria. This now allows for better integration of annual evaluation with workload assignments by creating a single process that increases accountability and consistency while, at the same time, leaving room for discretion.

A side letter allows the university to pay faculty as personal income, a portion of funds they bring into the university through grants, contracts, professional practice or other means. The university must be consistent but is otherwise unrestricted in the awarding of these incentives to high performing faculty.

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

The non-tenure eligible faculty unionized on campus in 2013 and established their first CBA on September 20, 2013.

During this round of negotiations the AAUP-WSU made proposals in the areas of intellectual property and distance learning that would have seriously impacted our ability to move forward in IP and DL. With regards to intellectual property we continue to function under our current system with aligns with the Ohio Revised Code providing the university with all rights and interests to discoveries, inventions, or patents, which result from research or investigation conducted in any experiment station, bureau, laboratory, or research facility of the University or with funding provided by the University. Faculty retains rights to traditional faculty products and their copyrightable works unless it is a work-for-hire or subject to a separate agreement assigning rights. Distance Learning

continues to allow the University to control who teaches DL courses, to engage in work-for-hire type agreements with faculty and to develop models to expand DL course offerings. Faculty continue to have the right to refuse teaching a DL course and a new compensation model that clearly identifies the curricular content of the DL course resides with the faculty member.

Faculty incivility has been a longstanding issue in our College of Nursing but in 2014 it was identified as a serious concern following the release of an affirmative action report that provides a series of recommendations to address policies, bylaws and administrative leadership. My office has been tasked with addressing these issues.

**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.):**

The State Teacher Retirement System (STRS) made changes to his plan offerings that will impact faculty in 2015 with 30+ years of service. Over 10% of our TET faculty (~50) could retire this coming summer (2015).

The ACA has led our HR department to engage in a review of our students (undergraduate and graduate) and adjunct work policies to determine medical benefits eligibility. We just completed our adjunct workload policy and dealt with adjuncts who were receiving medical benefits that did not align with the policy.