

Agendum
Oakland University
Board of Trustees Formal Session
October 4, 2012

**AGREEMENT BETWEEN OAKLAND UNIVERSITY AND THE OAKLAND UNIVERSITY
CHAPTER OF THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS (AAUP)**
August 15, 2012 – August 14, 2015
A Recommendation

1. **Division and Department:** Academic Affairs, Office of the Senior Vice President for Academic Affairs and Provost.
2. **Introduction:** Oakland University and the Oakland University Chapter of the American Association of University Professors (AAUP) reached a tentative agreement on a three-year collective bargaining agreement effective August 15, 2012. The Union membership ratified the tentative agreement on September 27, 2012, by a vote of 413 in favor and 59 opposed. A summary of the significant economic and non-economic changes from the current collective bargaining agreement is attached as Exhibit A.

Collective bargaining contracts with represented employee groups must be approved by the President and the Board of Trustees (Board) pursuant to the Board's Contracting and Employment Authority Policy (Policy).
3. **Previous Board Action:** The Board adopted the Policy on December 4, 1997 and amended the Policy on January 9, 2008. The Board of Trustees (Board) has approved all previous collective bargaining agreements.
4. **Budget Implications:** Across-the-board salary increases of 1.8%+\$1,000 in FY13, 2.3% in FY14, and 2.3% in FY15; adjustments to health benefits; and increases in travel and research funds.
5. **Educational Implications:** None.
6. **Personnel Implications:** None.
7. **University Reviews/Approvals:** This recommendation was formulated by Academic Human Resources and reviewed by the Interim Senior Vice President for Academic Affairs and Provost, and the President.
8. **Recommendation:**

RESOLVED, that the Board of Trustees approve the Agreement between Oakland University and the Oakland University Chapter of the American Association of University Professors (AAUP), with the effective date of August 15, 2012 through August 14, 2015.

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9. Attachments:


Exhibit A. Summary of Significant Economic and Non-Economic Changes Contained
in the August 15, 2012 – August 14, 2015 AAUP Agreement

Submitted to the President
on 10/11, 2012 by



Susan M. Awbrey
Interim Senior Vice President for
Academic Affairs and Provost

Recommended on 10/11, 2012
to the Board for Approval by



Gary D. Russi
President

Exhibit A

Summary of Significant Economic and Non-Economic Changes Contained in the August 15, 2012 – August 14, 2015 AAUP Agreement

Economic Issues

- Wages will be increased across-the-board as follows:
 - August 15, 2012 1.8% + \$1,000 increase
 - August 15, 2013 2.3% increase
 - August 15, 2014 2.3% increase

- The rate of summer pay for full-time faculty members teaching a four-credit course will be capped at:
 - 2012-2013: \$12,000
 - 2013-2014: \$12,276
 - 2014-2015: \$12,558

- Plan design changes for medical benefits:
 - Introduce the following plans starting 1/1/13:
 - Priority Health's Health by Choice AchievementsSM
 - HAP's Achieve HMOSM
 - BCN's Healthy Blue Living RewardsSM
 - Oakland will cover 110% of the lowest cost HMO for each full-time faculty member for the respective level of coverage starting 1/1/14
 - Oakland will cover 95% of the lowest cost HMO for each full-time faculty member for the respective level of coverage starting 1/1/15

- Travel funds will be increased from \$430,000 to:
 - 2012-2013: \$460,000
 - 2013-2014: \$480,000
 - 2014-2015: \$500,000

- Research funds will be increased from \$240,000 to:
 - 2012-2013: \$260,000
 - 2013-2014: \$275,000
 - 2014-2015: \$290,000

- The raise for promotion from assistant professor to associate professor with tenure will increase from \$4,000 to \$5,000. The raise for promotion from associate professor with tenure to professor will increase from \$5,000 to \$7,500.

- Job-secured special instructors and tenured associate professors and professors may be eligible to apply for an increase in base salary based on record of performance on an incremental basis. Minimum salary increases for those applications approved are:
 - \$1,250 for special instructors
 - \$3,000 for associate professors
 - \$5,000 for professors

Non-Economic Issues

- A faculty member who voluntarily terminates employment with Oakland within one year of completing a course through the tuition waiver benefit shall pay Oakland the amount of tuition for the course.
- A faculty member on a sick leave or childcare leave of six weeks or greater shall have an extension of their probationary period by one year unless the faculty member requests a written waiver.
- Revisions to the academic calendar to provide an equal number of minimum class meetings for the Fall semester.
- The number of research professors was capped at ten (10), and will be increased to fifteen (15).
- The number of full-time adjunct faculty was not to exceed 5% of the total full-time tenure-track faculty as of September 1 of the preceding year, with three (3) reserved for the School of Nursing and three (3) reserved for the School of Health Sciences in the previous agreement.

The number of full-time adjunct faculty shall not exceed 7% of the total full-time tenure-track faculty, excluding the School of Nursing and the School of Health Sciences. In addition, the School of Nursing and the School of Health Sciences shall be entitled to twelve (12) full-time positions, combined.