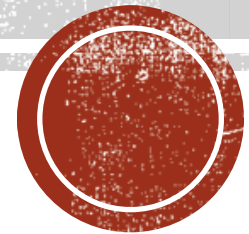


# American Association of University Professors

You make a difference.  
We make it easier.



Current President: Ken Mitton (Eye Research Institute), [mitton@oakland.edu](mailto:mitton@oakland.edu)  
Executive Director: Scott Barns ([Barns@oakland.edu](mailto:Barns@oakland.edu))  
<http://OaklandAAUP.org>

# The AAUP Mission Since 1915

- Defend academic freedom and shared governance
- Define professional standards
- Promote economic security for faculty and graduate students
- Organize supporters to improve higher education



# The AAUP at Oakland University

- about 800 Oakland faculty belong to the AAUP.
  - (580 full time, 230 part time)
- Officers are elected by the membership.
  - Executive Committee meets twice a month
  - Advisory Forum meets monthly
- Your working conditions are defined by the collective bargaining agreement.



# Contacting the AAUP on Campus

- Scott Barns, Executive Director, is a full time employee of the AAUP.
  - 248-370-2005 or [barns@oakland.edu](mailto:barns@oakland.edu)
- The chapter web site is <http://oaklandaaup.org>.
  - Obtain documents such as the contract & chapter by-laws
  - Read past messages and news to the faculty
  - Track current issues being pursued on behalf of faculty
- Chapter Facebook page is: “Oakland University AAUP and Friends.”
  - Items of interest from the newspapers, magazines, and blogs



# The AAUP at Oakland University

- State of Michigan recognized bargaining organization for OU faculty
- Agreements typically 3–years, the current agreement is 5–years.
  - 2015–2020 Anniversary effective date is August 15<sup>th</sup>.
- Bargaining team members: Full & Part–time faculty approved by the membership
  - Legal advice: Robert Fetter (*Miller Cohen*), and member faculty with JD's.
  - Michigan Employment Relations Commission (MERC) often provides mediation at the request of the faculty's bargaining team.



# The Oakland University and AAUP Agreement

- Mature agreement.
- Minimal base contract: salary, benefits
- Defines academic titles, association rights and university management rights.



# The Oakland University and AAUP Agreement

- Faculty employment, reemployment, tenure
- Layoff and recall
- Discipline and discharge
- Professional responsibilities
- Salary Full-time Non-visiting faculty
- Compensation for Visiting faculty
- Compensation for Special Lecturers
- Duration of salary and payment options
- Insurances
- Tuition Benefit – Only the Faculty version is zero cost design for the University
- Retirement
- Faculty Travel
- Leaves with pay
- Unpaid and partial leaves
- Academic Librarians
- Work or business interruption
- Grievance procedure
- Guarantee of rights
- Department Chairperson
- Appointment dates
- University Calendar



# Tenure at Oakland University

- Tenure evaluations are measured in three areas: research, teaching, and service.
- All faculty reviews are bound by the general guidelines provided in the University Standards (Pp. 88)
- Each unit has created a set of specific guidelines that conforms with the general principles established in the University Standards. These guidelines are developed by the unit and go into effect after approval by the Provost's Office.





# What is Tenure Track? ... Really.

- Does not mean you cannot be fired. It does mean due process and longer notice time. 71% of OU Faculty are tenure track.
- Non-tenure track positions (full & part-time) account for >70% of instructional staff appointments in American higher education.
- Tenured faculty benefit the University and our Students.
  - Long term stability and experience
  - Have passed minimal standards in Teaching, Scholarship, and Service through two re-employment reviews (c.1, c.2) and the “c.4” review for promotion to Associate Professor with tenure. Reviewed by external experts at c.2 & c.4.
- *Our students learn from many faculty who “write the textbooks”.*



# Dealing with the Tenure Process

- Regularly review your unit's *tenure and promotion* documents and *workload criteria*. Norms for your academic discipline will vary from those of your colleagues in other units.
- Develop a network of mentors who have experience in Oakland's tenure process (associate and full professors).
- Attend tenure workshops when they are scheduled.
- Use experience from early reemployment reviews (c.1 and c.2) to strengthen your record for the final "c.4 review".
- Promotion from assistant to associate professor is linked to granting of tenure.



# Agreement Appendices

- Research and Full-Time adjunct faculty
- Student-Faculty Ratio (Pp. 85)
- University standards for Reemployment and Tenture (Pp.88)
- Report of compensated outside professional work (Pp. 91)
- Fall semester calendars (7 year pattern) (Pp. 96)
- Other qualified adults and dependends (Pp. 97)
- Rights and responsibilities under the FMLA
- Health Care Coverage (Pp. 100)
- Market Adjustment Raise Procedures (Pp 111)
- OUWBSOM (Faculty are not covered by the OU-AAUP agreement.)



# Faculty Tuition Benefit and course overrides

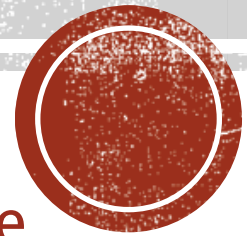
- Many employee groups at Oakland University have tuition benefits.
- Faculty (full-time) tuition benefits are more than for most employee groups: 90% of tuition.
  - The OU/AAUP agreement tuition benefit is the only one designed to be cost-neutral for Oakland, and it is a positive recruitment tool.
    - Faculty extend professional courtesy to teach other member's benefit students by adding one extra seat to the course enrollment without receiving extra compensation.
    - Faculty pay a 10% of tuition fee to cover administration costs.
    - Faculty tuition benefit students cannot bump regular paying students from courses that have equipment or station limitations (i.e. Laboratories). Oakland University is required to track and monitor this.
- Important: If you use the faculty tuition benefit, notify the instructor to make sure they know to add an extra seat to the class. If you have faculty tuition benefit students, add an extra seat to your class for each such student.



OaklandAAUP.org

# American Association of University Professors

IF you think any situation affecting you may be impacted by your contract, please contact Scott Barns as soon as possible.



There are contractual time limits for initiating corrective actions, which start the day of awareness. (Often 30 days.)

Executive Director: Scott Barns (Barns@oakland.edu)