

AMENDMENT TO
AGREEMENT BETWEEN OAKLAND UNIVERSITY AND THE OAKLAND UNIVERSITY
CHAPTER OF THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS
A Recommendation

1. **Division and Department:** Academic Affairs, Office of the Senior Vice President for Academic Affairs and Provost.
2. **Introduction:** On October 4, 2012, the Board of Trustees (Board) approved the Agreement between Oakland University and the Oakland University Chapter of the American Association of University Professors (Association), with the effective date of August 15, 2012 through August 14, 2015 Collective Bargaining Agreement (CBA). Subsequent to the Board's approval, two departments in the School of Education and Human Services explored the idea of merging their areas. The departments of Human Resource Development and Educational Leadership agreed that combining full-time faculty resources of the two units would benefit the School, would benefit students, and would provide new opportunities for faculty members to utilize their skills and interests across a greater variety of programs. All governance and consultation processes were followed.

To correct the associated language of the collective bargaining agreement, the parties entered into an amendment (Attachment 1). Paragraph 79 describing pay groups was altered to remove references to Human Resource Development and Educational Leadership and to add the new department of Organizational Leadership. The Amendment was ratified by the Association on October 31, 2013 by a vote of 237 in favor and 10 opposed. The Board has reserved for itself the authority to approve all collectively bargained contracts.

3. **Previous Board Action:** The Board has approved all previous collective bargaining agreements and amendments to collective bargaining agreements, including the CBA.
4. **Budget Implications:** None.
5. **Educational Implications:** None.
6. **Personnel Implications:** The number of department chairs in the School of Education and Human Services will be reduced by one and will allow for less process duplication. All members of the Human Resource Development department and Educational Leadership department will be moved to the department of Organizational Leadership effective immediately.
7. **University Reviews/Approvals:** This recommendation was formulated by Academic Human Resources and reviewed by the Senior Vice President for Academic Affairs and Provost, and the President.

**Amendment to Agreement Between Oakland University and the Oakland University
Chapter of the American Association of University Professors
Oakland University
Board of Trustees Formal Session
December 9, 2013
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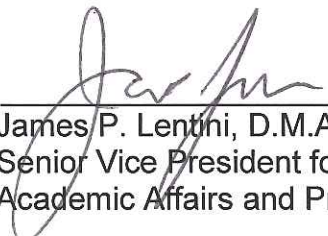
8. Recommendation:

RESOLVED, that the Board of Trustees approves the 2012-2015 Faculty Agreement Revision between Oakland University and the Oakland University Chapter of the American Association of University Professors based on the joint request dated June 18, 2013 as attached hereto as Attachment 1 effective immediately.

9. Attachments:

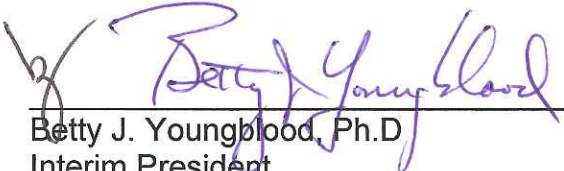
Attachment 1: Joint request for contract modification dated June 18, 2013.

Submitted to the President
on 12-3-, 2013 by



James P. Lentini, D.M.A.
Senior Vice President for
Academic Affairs and Provost

Recommended on 12/5, 2013
to the Board for Approval by



Betty J. Youngblood, Ph.D.
Interim President



Office of the Dean

School of Education and Human Services
Rochester, Michigan 48309-4494
(248) 370-3050 Fax (248) 370-4202

To: Oakland University AAUP Executive Committee

From: Mary Stein, Interim Dean SEHS

A handwritten signature in cursive script, appearing to read 'Mary Stein', written over the printed name.

Jana Nidiffer, Chair, Educational Leadership

Tom Giberson, Acting Chair, Human Resource Development

A handwritten signature in cursive script, appearing to read 'Tom Giberson', written over the printed name.

Date: June 18, 2013

RE: Request for contract modification

Over the past year and a half, the faculty and staff of Educational Leadership and Human Resource Development have worked closely with the SEHS Dean's office and each other to merge into a single department, "Department of Organizational Leadership". The process included all known steps required by the contract and SEHS Constitution.

The department's merger has been reviewed and approved by the Interim Provost and President.

We respectfully request the following contract modification: Create a new payroll group for the Department of Organizational Leadership, and eliminate the departments of Educational Leadership and Human Resource Development.