

Agendum  
Oakland University  
Board of Trustees Formal Session  
October 22, 2015

**AGREEMENT BETWEEN OAKLAND UNIVERSITY AND THE OAKLAND  
UNIVERSITY CHAPTER OF THE AMERICAN ASSOCIATION OF UNIVERSITY  
PROFESSORS (AAUP)**  
**August 15, 2015 – August 14, 2020**  
**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 five-year collective bargaining agreement effective August 15, 2015. The Union membership ratified the tentative agreement on October 7, 2015 by a vote of 285 in favor and 68 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:** Salary adjustment as follows:

2015-2016	1.0% across-the board (ATB) + \$1,000
2016-2017	0.5% ATB, Market Adjustment, 1.35% merit pool
2017-2018	0.25% ATB, Market Adjustment, 1.60% merit pool
2018-2019	2.70% merit pool
2019-2020	2.90% merit pool

Market adjustments of \$325,000 in 2016-2017 and 2017-2018. Adjustments to health benefits for special lecturers; and increases in travel and research funds.

5. **Educational Implications:** None.

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6. **Personnel Implications:** None.

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.

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, 2015 through August 14, 2020.

9. **Attachments:**

Exhibit A. Summary of Significant Economic and Non-Economic Changes Contained in the August 15, 2015 – August 14, 2020 AAUP Agreement

Submitted to the President  
on 10-19, 2015 by

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

Recommended on 10/20, 2015  
to the Board for Approval by

  
George W. Hynd  
President

**Exhibit A**  
**Summary of Significant Economic and Non-Economic Changes**  
**Contained in the August 15, 2015 – August 14, 2020 AAUP Agreement**

**Economic Issues**

- Wages will be increased as follows:

2015-2016	1.0% across-the board (ATB) + \$1,000
2016-2017	0.5% ATB, Market Adjustment, 1.35% merit pool
2017-2018	0.25% ATB, Market Adjustment, 1.60% merit pool
2018-2019	2.70% merit pool (0.50% minimum)
2019-2020	2.90% merit pool (0.50% minimum)
  
- A new merit structure was created, with rubrics and procedures to be approved by Oakland in 2015-2016. Merit pay pools will be fewer in number, thereby making the range of merit pay distributed within the pooled group larger and more meaningful. The rubrics and evaluation forms may be adjusted at Oakland's initiation for any year. Faculty raises in the 4<sup>th</sup> and 5<sup>th</sup> years will be based only on merit performance.
  
- Market base salary adjustments totaling \$325,000 are to be provided in each of the following academic years: 2016-2017 and 2017-2018. Those adjustments will be distributed in accordance with national benchmarks and an established formula, but only to those whose performance scores are at least 3 out of a possible 5 performance score.
  
- Special Lecturer raises are consistent with overall full-time faculty raises. Oakland contributions to Special Lecturer insurance - 65% of lowest cost medical, dental and optical insurances made available to faculty. Tuition benefit for this group will increase from 8 credits to 10 credits per year.
  
- Higher cost Blue Cross/Blue Shield Standard and PPO-A plans will sunset Jan. 1, 2018, along with any plans that hit the "Cadillac Tax" threshold.
  
- A Flexible Spending Account match by Oakland of \$100 - \$175 per person for medical expenses is being eliminated.
  
- Travel funds will be increased from \$500,000 to:

2015-2016	\$525,000
2016-2017	\$535,000
2017-2018	\$545,000
2018-2019	\$555,000
2019-2020	\$565,000

### **Economic Issues (cont'd)**

- Research funds will be increased from \$290,000 to:  
2015-2016: \$300,000  
2016-2017: \$310,000  
2017-2018 \$320,000  
2018-2019 \$330,000  
2019-2020 \$340,000
- Minimum base salary of a faculty member will be \$41,000 for the 2015-16 academic year (up from \$40,055), and will increase by \$1,000 per year thereafter instead of being tied to the annual salary rate increases provided to active faculty.
- The pay ranges for teaching classes during the summer will remain flat over the life of the contract, and no longer increase each year by the percentage rate increases applicable to base pay.
- Faculty who fail to return from sabbatical leave for the required two semesters will reimburse Oakland for wages and benefits paid during the leave.

### **Non-Economic Issues**

- This five year contract includes the opportunity for a reopener for either party on up to two narrow and discrete issues after the third year of the contract.
- Clarify, update and improve the insurance provisions.
- The cap on the number of research professors will increase from fifteen (15) to twenty (20).
- The cap of seven percent (7%) on the number of full-time adjunct professors is increased to ten percent (10%), with an increase to fifteen in the Schools of Nursing and Health Sciences.