

**Agendum  
Oakland University  
Board of Trustees Formal Session  
October 11, 2021**

**AGREEMENT BETWEEN OAKLAND UNIVERSITY AND THE OAKLAND  
UNIVERSITY CHAPTER OF THE AMERICAN ASSOCIATION OF UNIVERSITY  
PROFESSORS (AAUP)  
August 15, 2021 – August 14, 2024  
**A Recommendation****

1. **Division and Department:** Academic Affairs, Office of the Executive 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, 2021. The Union membership ratified the tentative agreement on September 29, 2021. 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 for full-time faculty:  
2021-2022: 1.25% Merit Pool, plus \$500 off-base pay  
2022-2023: Year 2 – 1.85% Merit Pool  
2023-2024: Year 3 – 2.00% Merit Pool

Special Lecturer raises are consistent with full-time faculty raises (above).

5. **Educational Implications:** None.
6. **Personnel Implications:** None.

**Agreement Between Oakland University and the Oakland University  
Chapter of the American Association of University Professors (AAUP)  
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7. **University Reviews/Approvals:** This recommendation was formulated by Academic Human Resources and reviewed by the Executive Vice President for Academic Affairs and Provost, and the President.

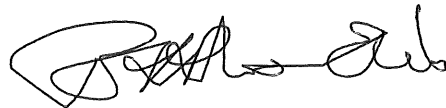
8. **Recommendation:**

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, 2021 through August 14, 2024.

9. **Attachments:**

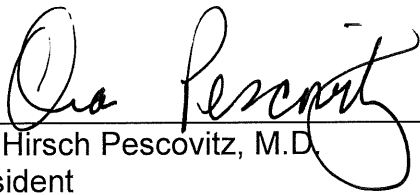
Exhibit A. Summary of Significant Economic and Non-Economic Changes Contained in the August 15, 2021 – August 14, 2024 AAUP Agreement

Submitted to the President  
on 10/8, 2021 by



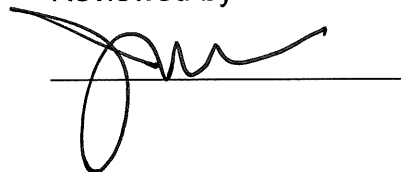
Britt Rios-Ellis, Ph.D., M.S.  
Executive Vice President for  
Academic Affairs and Provost

Recommended on 10/8, 2021  
to the Board for Approval by



Ora Hirsch Pescovitz, M.D.  
President

Reviewed by



**Exhibit A**  
**Summary of Significant Economic and Non-Economic Changes**  
**Contained in the August 15, 2021 – August 14, 2024 AAUP Agreement**

**Economic Issues**

- Wages will be increased as follows for full-time faculty:  
2021-2022: 1.25% Merit Pool, plus \$500 off-base pay  
2022-2023: 1.85% Merit Pool  
2023-2024: 2.00% Merit Pool  
  
Promotional increases between ranks (e.g., from Assistant to Associate to Full Professor) will be raised by \$500.
- Special Lecturer raises are consistent with overall full-time faculty raises (above). Provides for an annual stipend of \$500 to those who taught at least 16 credits during the prior year.
- The tuition waiver benefit remains at 10% of the cost of undergraduate tuition but new provisions were incorporated: (a) the benefit will not apply to any program that has an “alternate tuition structure” (currently this preclusion applies to Medicine, EMBA and the CRNA programs and new programs with alternative tuition structures); and (b) the benefit will only be available toward courses taken towards a certificate or degree; and (c) a course can be taken under this benefit only one time, and then only one retake is allowed per the student’s academic career (previously these had been unlimited).
- Tuition waiver credits available to Special Lecturers will increase from 10 credits to 12 credits per year.
- Retirement contributions for current full-time/non-visiting faculty will remain the same, i.e., up to 16%, but newly hired full-time/non-visiting faculty will receive retirement contributions of 11% after satisfying a 1 year qualifying period.
- Eliminates language listing specific retirement plans, which allows the University flexibility in the administration of retirement benefits. The AAUP can appoint a non-voting member to the university’s Investment Advisory Committee, which advises the fiduciary of the plans so they may carry out certain investment oversight responsibilities for the retirement plans sponsored by the University.
- Oakland’s contributions to healthcare will remain the same during the first two years of the contract at 95% of the lowest cost option. Effective January 1, 2024, Oakland’s share of health insurance premiums will be reduced to 90% of the lowest cost option. Contributions for Special Lecturers remains the same, i.e., 65%.

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

- The cap to the amount paid for summer teaching is being reduced, from \$12,600 down to \$11,000 (based on a four credit course).
- Adds a new provision providing up to 12 weeks of Paid Parental Leave for care of newborns and new adoption/foster care placements for full-time faculty, though this provision may be subject to renegotiation in the event that there is a state or federal paid family leave mandate.
- Allows Special Lecturers with more than 7 years of service to work under a 3 (versus 2) year agreement.
- Broadens the reasons layoffs may be implemented, shortens and otherwise streamlines the timeline for effectuating layoffs, lowers the amount of pay and benefits provided to those laid-off, and better describes how recalls will work, if applicable.

### **Non-Economic Issues**

- “Full-time adjuncts” will be known now as “professors of practice” and the new provision allows Oakland to employ 55 of these professors across disciplines, but the amount cannot increase by more than 10 in any single year absent the Association’s agreement.
- Adds a new section establishing a procedure for removing faculty from campus and accessing technology when Oakland determines that the faculty member poses a threat to health or safety.
- Revamps the process for rewriting departmental workload policies, namely by establishing clearer timelines.
- More clearly recognizes the option to employ faculty vis-à-vis joint appointments.