

Agendum
Oakland University
Board of Trustees Formal Session
October 18, 2024

**AGREEMENT BETWEEN OAKLAND UNIVERSITY AND THE OAKLAND
UNIVERSITY CHAPTER OF THE AMERICAN ASSOCIATION OF UNIVERSITY
PROFESSORS (AAUP) AUGUST 15, 2024 – AUGUST 14, 2029**
A Recommendation

1. **Division and Department:** Academic Affairs, Office of the Interim 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 five-year collective bargaining agreement effective August 15, 2024. The Union membership ratified the tentative agreement on September 25, 2024. 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:
2024-2025
 - 4.0% Merit Pool for full-time faculty base pay, plus \$1,500 off-base payment.2025-2026
 - 3.0% Merit Pool for full-time faculty base pay, plus make Market Adjustments to full-time faculty salaries funded by a \$500,000 allocation.2026-2027
 - 3.0% Merit Pool for full-time faculty base pay, plus make Market Adjustments to full-time faculty salaries funded by a \$500,000 allocation.2027-2028
 - 3.0% Merit Pool for full-time faculty base pay.2028-2029
 - 3.0% Merit Pool for full-time faculty base pay.Special Lecturer raises are consistent with full-time faculty raises (above) and include a yearly stipend of \$1000.

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5. **Educational Implications:** None.

6. **Personnel Implications:** None.

7. **University Reviews/Approvals:** This recommendation was formulated by Human Resources and reviewed by the Interim Executive Vice President for Academic Affairs and Provost, and the President.

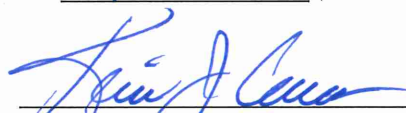
8. **Recommendation:**

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, 2024 through August 14, 2029.

9. **Attachments:**

Exhibit A. Summary of Significant Economic and Non-Economic Changes.

Submitted to the President
on 10-14, 2024 by




Kevin J. Corcoran, Ph.D.
Interim Executive Vice President
for Academic Affairs and Provost

Recommended on 10/14, 2024
to the Board for Approval by



Ora Hirsch Pescovitz, M.D.
President

Reviewed by



Joshua D. Merchant, Ph.D.
Chief of Staff and
Secretary to the Board of Trustees

Exhibit A

Summary of Significant Economic and Non-Economic Changes

Economic Issues

- The terms governing annual adjustments to pay are:

2024-2025

- 4.0% Merit Pool for full-time faculty base pay, plus \$1,500 off-base payment
- 4.0% increase for Special Lecturers' base pay, plus \$500 off-base payment

2025-2026

- 3.0% Merit Pool for full-time faculty base pay, plus make Market Adjustments to full-time faculty salaries funded by a \$500,000 allocation
- 3.0% increase for Special Lecturers' base pay

2026-2027

- 3.0% Merit Pool for full-time faculty base pay, plus make Market Adjustments to full time faculty salaries funded by a \$500,000 allocation
- 3.0% increase for Special Lecturers' base pay

2027-2028

- 3.0% Merit Pool for full-time faculty base pay
- 3.0% increase for Special Lecturers' base pay

2028-2029

- 3.0% Merit Pool full-time faculty base pay
- 3.0% increase for Special Lecturers' base pay

- Base salary increases upon the promotions of regular full-time faculty members will change as follows:
 - Special Instructor to Special instructor with job security – From \$2,500 to \$3,000
 - Instructor to Assistant Professor, or Special Instructor with Job Security to Associate Professor – From \$3,300 to \$3,750
 - Assistant Professor to Associate Professor – From \$5,500 to \$6,500
 - Associate Professor to Full Professor – From \$8,000 to \$10,000
- Salary Increases to Research Professors and Professors of Practice upon their promotions will no longer be at the rates per the above schedules, but instead

will be for a lower rate of \$3,000, largely due to there being differing obligations for these faculty members.

- The annual (retirement) stipend for Special Lecturers teaching at least 16 credits in prior year will increase from \$500 to \$1,000.
- Tuition waiver credits available to Special Lecturers will increase from 12 credits to 16 credits per year.
- The \$11,000 cap (based on a 4 credit course) on the amount paid for summer teaching is to increase to \$12,000 in Year 4 of the contract.
- The funds guaranteed for research fellowships are to increase by a total of \$10,000 in each year of the contract.
- The annual amount allocated for faculty travel will increase from \$565,000 to \$600,000 in Year 1 of the contract, and then by another \$10,000 in each of the remaining 4 years of the contract.
- No changes will be made to Oakland's retirement plan or contributions.
- No changes will be made to Oakland's share of health insurance costs (i.e., 90% of the lowest cost plan).

Non-Economic Issues

- Allows for Special Instructors to be granted emeritus(a) status.
- Streamlines the documentation needed for faculty to provide input on the granting of tenure to newly hired senior-level academic administrators.
- Refines the probationary and job-security review schedules for special instructors with prior teaching experience.
- Clarifies the review process for faculty seeking early tenure during a pre-tenure probationary review.
- Negates the need to continue reviews for faculty who have tendered notices of resignation unless the faculty member requests in the resignation notice for it to continue.
- Creates the opportunity for tenure-stream faculty unable to maintain research or service productivity to move to alternative workload arrangements for up to three years, unless the relevant parties agree to an extension.
- Enhances the process for faculty to notify Oakland of all of their outside employment to improve Oakland's ability to determine that such work does not interfere with their ability to fulfill their duties as Oakland faculty.

- Modifies the eligibility criteria and timelines for sabbatical applications. Sabbatical applications will be reviewed once per year, versus twice per year, thereby easing the administrative burden for reviewing the applications.
- The parties agreed to allow the faculty and administrators more time to review options to modify the structure of the academic calendar to consider ways to equalize instructional days throughout the year and include critical semester breaks. Per a Memorandum of Agreement, either party may initiate bargaining over making changes to the current calendar structure after January 15, 2025.
- A Memorandum of Agreement was reached to create an "Advisory Committee to Review Intellectual Property Processes and Policies" to address a consensus that these processes and policies are overdue for review and perhaps updating.
- Allows the AAUP to participate in medical insurance plan review discussions each fall and winter semester.
- Modifies the reappointment review process for professors of practice and introduces the opportunity to modify the number of research professors if the number gets closer to the current cap.