**Academy for Academic Personnel Administration**

**Fall 2015**

**Round Table Report**

**1. Institution Information**

Name of Institution/System:

Bowling Green State University

Bowling Green OH

Name and Title of Individual Responding:

Bill Balzer

Vice President for Faculty Affairs and Strategic Initiatives

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**2a. Description of Faculty Bargaining Unit(s) – Size and Composition**

Bargaining Agent:

BGSU Faculty Association (AAUP)

All full-time faculty (713 members, relatively stable compared to previous year):

tenure track, tenured, and nontenure track

Main campus (n = 666) and regional campus (BGSU Firelands College n = 47)

Date of First Contract:

May 1, 2013 – May 1, 2016

(with succeeding contract #2 May 1, 2016 – July 1, 2016)

Number of Succeeding Contracts:

**Web address of current contract:**

<http://www.bgsu.edu/provost/faculty-affairs/collective-bargaining-agreement.html>

**3. Activity Report (e.g., status of current agreement or negotiations, details of last contract settlement, etc.):**

Ending our third year under our first collective bargaining agreement. Much improved relations with the BGSUFA after a challenging 18 months. Our contract ends June 30, 2016. Planning for negotiations began with the BGSUFA Lead Negotiator in May 2015, and bargaining sessions began on August 25, 2015.

**4. Special or noteworthy happenings (e.g., relevant arbitration or court decisions, organizing campaigns, labor agency decisions, etc.)**

Relations with the BGSUFA are maturing, and trust is slowly returning. The appointed BGSUFA Lead Negotiator is a well-respected and open minded sociologist, and we have developed an extremely productive working relationship. At the Administration’s request, we investigated Interest Based Bargaining for our second negotiations. After general IBB training from the Federal Mediation and Conciliation Services, and higher ed focused IBB training by Nick DiGiovanni, we agreed to use IBB. At this point, we are resolving our 4th IBB issue, with 14 more to go. The FMCS representative in our region is attending our sessions and serving as our “Sherpa” in the process, which is very helpful as we initiated the process and when we start to derail (which is less frequent as we become more accustomed to the IBB process).

All of our grievances have been resolved mutually and there have been no arbitrations since implementing the first contract.

Our Faculty Senate recently extended membership and representation to adjunct faculty. While Ohio law prohibits adjunct faculty unionization, they can be voluntarily recognized by University administration – which may be happening in at least on Ohio peer institution.

**5. Special happenings related to fiscal issues (e.g., salary reductions, health and dental insurance costs, reductions in force, early retirement programs, program consolidation or elimination, etc.):**

There is some angst for the Administration and the BGSUFA related to Ohio Governor John Kasich’s efforts to improve the efficiency and affordability of public higher education.

Enrollments and retention are up, creating a more positive fiscal picture than we have had in quite a few years. This will no doubt influence negotiations on salary and benefits.

BGSU provided a consumer driven health care option (lower premiums, higher deductibles, university contribution to each employees’ HSA). The percentage of employees who shifted to the new plan was much higher than expected (resulting in University savings). However, the smaller and less healthy pool that remained in the tradition PPO plan will see significant (20%+) increases in premiums for the coming calendar year; this has created great concern by the BGSUFA; their view is that the PPO will become so expensive that the Administration has effectively taken it away as an option.

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