

**Academy for Academic Personnel Administration  
Fall 2015  
Round Table Report**

**1. Institution Information**

Name of Institution/System:  
Wright State University  
Dayton, OH

Name and Title of Individual Responding:  
Steven Berberich  
Associate Provost for Faculty and Staff Affairs  
937-775-3036

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

Tenure-eligible and Tenured (TET): 453 full-time faculty  
Faculty in Schools of Medicine and Professional Psychology are excluded, since they do not have tenure

Bargaining Agent:  
AAUP-WSU

Date of First Contract:  
TET: December 8, 1999

Number of Succeeding Contracts:  
five: 2002, 2005, 2008, 2011, 2014

**Web address of current contract:**

TET: <http://www.wright.edu/administration/aaup/2014-2017-TET-CBA.pdf>

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

Non-Tenure Eligible (NTE): 201 full time faculty  
Includes Instructors, Lecturers, Senior Lecturers, Clinical Instructors and Clinical Assistant Professors in Nursing, and visiting faculty of all professorial ranks. Faculty in Schools of Medicine and Professional Psychology are excluded.

Bargaining Agent:  
WSU-AAUP

Date of First Contract:  
NTE: September 20, 2013

Number of Succeeding Contracts:  
one: 2014

**Web address of current contract:**

NTE: <http://www.wright.edu/administration/aaup/2014-2017-NTE-CBA.pdf>

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

We are in the second academic year of our three-year CBAs for both bargaining units (2014-17). There were only minor issues with the new annual evaluation process that now evaluates performance over the previous three years against university-wide teaching and service criteria. The first year of a new pedagogical development course release program did not garner significant interest from NTEs.

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

Considerable turnover of union leadership tied with faculty retirements and professional development awards has lead to new faculty moving into executive level positions in the union.

Distance Education continues to be a topic of discussion within the campus with the University Faculty Senate releasing a report this fall and the University searching for a VP for Continuing Education/Distance Learning.

**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.):**

The University is in a transition year prior to the initiation of a responsibility centered management (RCM) based budget system.

A total compensation study for unclassified staff will conclude this academic year.