

**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): 459 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: <https://policy.wright.edu/sites/policy.wright.edu/files/uploads/2016/FINAL-2014-2017-TET-CBA-9-3-2014.pdf>

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

Non-Tenure Eligible (NTE): 209 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://policy.wright.edu/sites/policy.wright.edu/files/uploads/2016/FINAL-2014-2017-NTE-CBA-9-3-2014.pdf>

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

We are in the third academic year of our three-year CBAs for both bargaining units (2014-17) and thus are preparing for negotiations slated to begin in January 2017. Additionally, we are in negotiations on a workload policy for bargaining unit faculty.

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

The two bargaining units merged into a single bargaining unit that is recognized by SERB.

The University is currently searching for its next President.

**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 the first year of a two-year budget realignment process to decrease the annual budget by 27.7 million dollars (~6.6%). It began with a Voluntary Retirement Incentive Program in which 153 of 526 eligible employees accepted retirement. Budget targets for FY17 have led to another 23 employees being given notice/reduction in force.