

Summary of Fact-Finding at Wright State

The administration wants faculty to give up the right to bargain over health benefits and simply accept whatever they give to other employees making changes with short notice at any time, even in mid-year. Those changes are equivalent to a 4% cut in pay for bargaining unit faculty—and make Wright State's health care the most expensive for employees among all of the public universities in Ohio.

The administration has proposed language which will allow it to retrench (fire faculty with continuing appointments and with tenure) if the University receives an SB-6 score of 2.4 or less for two consecutive years. In 2016 the administration got WSU A SB-6 score of 2.2 and in 2017 a score of 0.8. On the day on which the CBA goes into effect, the administration would then be able to start layoffs of tenured faculty and faculty with continuing agreements—without even eliminating programs or departments.

The administration's position is that our Workload MOU's, which are not part of our contract, are illegal and must be eliminated. They want to be able unilaterally to increase teaching loads for all faculty or selected faculty.

The administration has proposed to strike the language that gives BUFMs the right to teach in the summer, ahead of non-BUFMs. We currently have a rotation system.

The administration is proposing 0-0-0 and has stated in all likelihood there will be no raises for *six* years: for this CBA *and* the next.

The administration wants to do away with the merit raise formula, instead giving chairs and deans total discretion over the distribution of merit raises to anyone receiving an annual evaluation of adequate.

The administration wants to be allowed to "furlough" faculty. Since they admit that faculty will have to teach all of their classes and continue to engage in scholarly activity and service, their furlough proposal is really a cut in pay. A loss of 10 days' pay would amount to an additional 5.1% cut in pay with no reduction in work.

The administration wants to make it harder for NTE faculty to obtain a continuing appointment *and* to make it take more time, nominally extending the length of service needed to get a continuing appointment from 6 to 9 years. But in reality, for nearly everyone it would take 12 years, because only Senior Lecturers and Clinical Assistant Professors would be eligible for a continuing appointment.

Appendix J is an early retirement proposal that would allow for a phased retirement. Our major concern is that with retrenchment the administration will be laying off faculty and then hiring back retirees to take the place of those who have been laid off.