Article 18  
Institutional Environment

18.1 The University recognizes the importance of an adequate working environment and supporting services to promote effective teaching, learning and research. Therefore, within the limits of available space and resources, the University to provide each Member of the Bargaining Unit the following at no cost:

18.1.1 suitable office space (including but not limited to reasonable temperature and adequate ventilation) and furniture, phone, and network-compatible computer with access to either a network or personal printer;

18.1.2 access to copying services for their reasonable academic copying needs;

18.1.3 office and classroom supplies, including but not limited to, paper for a personal office printer, pens and pencils; and

18.1.4 library resources, computing systems with technical support, classrooms, and laboratories that are responsive to Bargaining Unit Faculty and student needs, in compliance with O.S.H.A. standards, and consistent with standards of quality recognized at the national level.

18.2 The University will respond in a timely fashion to hazardous conditions or requests from Bargaining Unit Faculty for measures to secure hazardous materials.

18.3 Before moving a Bargaining Unit Faculty Member from an assigned research laboratory space, the University will communicate to the Member in writing the reason(s) for the move. When reallocating research laboratory space, the University will consider the productivity of potentially affected Bargaining Unit Faculty Members as measured by published papers, funded external grants, grant supported students, and post docs. A Bargaining Unit Member who is informed that he/she must move to new research laboratory space shall have the right to a proportionate adjustment in the relative weight assigned to her or his research in that year’s annual evaluation pursuant to Section 11.2.6 if the Member provides reasonable documentation demonstrating that the effort involved in moving or preparing to move the lab lessened her or his productivity.

18.3.1 Whenever laboratory space is reallocated or assigned to a new faculty member, it will be inspected by qualified health and safety personnel before the new occupant moves in.  

18.4 Professional Development Fund: The purpose of the Professional Development Fund is to afford each Bargaining Unit Faculty Member the opportunity to improve scholarship and teaching in pursuit of the goals of the university. Both the University and the AAUP-WSU recognize the importance of continuous improvement in the skills and accomplishments of the faculty in these areas.

18.4.1 During each fiscal year of this contract each college shall make available a sum of no less than $1500 for each TET Bargaining Unit Faculty Member and $1000 for each NTE Bargaining

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Unit Faculty Member for professional development. Professional development expenses may include but are not limited to: travel, software, hardware, books, journals, and supplies that directly support the teaching or research of the Member. This fund shall not be used either to supplant routine computer hardware replacements or to obtain software for which the University purchases a site license. It may be used to replace hardware more frequently than the usual scheduled replacement cycle or to upgrade existing hardware.

18.4.2 Unused funds shall be carried forward from one year to the next by the college on behalf of each eligible faculty member. The faculty member must be notified at least 6 months before the unexpended fund will no longer be available if the maximum amount available to any faculty member is reached and that faculty member has not used the funds. The maximum amount available to any Member pursuant to Sections 18.4.1 through 18.4.5 will be $5000.

18.4.2.1. At the faculty member’s retirement, any unused developmental funds will be available for the faculty member’s use as an emeritus faculty, for a total period of two years, providing that the faculty member is continuing supervision of graduate student(s) in pursuit of their Graduate Degree completion. After that time, the funds will revert to the department.

18.4.3 Disbursements from these funds must be approved by the Member’s Department chair. To requested funds, a Member must submit to his or her department chair a written request that includes a statement describing how the requested travel or materials will enhance the Member’s teaching or contribute to scholarly productivity.

18.4.4 The impact or result of professional development funding should be reflected in each Member’s annual faculty activity report.

18.4.5 Any refusal to distribute these funds to a faculty member’s request must clearly document reasons for this refusal. A faculty member may file a grievance over the refusal to release professional development funds. After the grievance procedure is completed, the AAUP-WSU may take this refusal directly to binding arbitration: a single arbitration may include a set of faculty who were denied these development funds.

18.4.6 Nothing in this Article precludes Deans and/or Department Chairs from providing additional funds for travel or to support other professional development activities or needs.

18.5 Academic Services and Auxiliaries Committee. The University and the AAUP-WSU agree that service units which are responsive to faculty needs are essential in order for the core missions of Wright State University in teaching and research to be accomplished. In addition, auxiliary units, such as the Student Union, Nutter Center, and the Athletics program, which are normally supported by Education and General funds, but typically do not contribute to these Education and General funds, are antagonistic to the core University mission of teaching and research. To this end, the parties will maintain an Academic Services Committee to review and make recommendations regarding the services provided to faculty in support of their teaching and research by Computing and Telecommunication Services (CaTS), the Center for Teaching and Learning (CTL), the Office of the Registrar, the Office of Disability Services (ODS), Research and Sponsored Programs, and the Physical Plant. This committee will also review the
net cost of University Auxiliary Units, which typically use Education and General Funds to support themselves, with a yearly finance report on actual expenditures and revenues from these units.

18.5.1 Committee Membership. The Academic Services and Auxiliaries Committee shall have seven members, each of whom will be a tenured faculty member, and none of whom can be a director of or otherwise directly affiliated with any of the five units named in Section 18.5. In the fall of even numbered years the AAUP-WSU will name a representative from the Lake Campus for that academic year; the University will name the representative in the fall of odd numbered years. Of the remaining six members of the committee, three will be appointed by AAUP-WSU and three by the University.

18.5.2 Each fall, the office of the Provost will arrange for an initial meeting of this Committee, at which meeting the committee will elect a chair (or co-chairs if the committee so desires). 18.5.3 Normally, only committee members will attend meetings of the committee. However, the directors of the five units specified in Section 18.5 will normally meet with the committee upon the committee’s request, and likewise the committee will normally agree to a request from one of the directors to hold a meeting with the committee. It is understood that the parties must be reasonable and flexible with respect to scheduling constraints.

18.5.4 Normally, the Committee will make recommendations to the Provost, although it may also make recommendations directly to a director of an individual unit.

18.5.5 When the Provost (or other administrator to whom the Committee issues a recommendation) takes action (or elects not to act) following a written recommendation from a majority of the Committee, the Provost (or other administrator, respectively) shall inform the Committee of such action and communicate the reasons for the decision in writing. The parties recognize that the Provost (or other administrator, respectively) will not communicate reasons for their actions (or decisions not to act) that are based on confidential information.

18.6 Communications with Bargaining Unit Faculty. When using email to send a message notifying all Members of the Bargaining Unit of a deadline or in some way requiring their response (e.g. deadlines for obtaining parking passes or enrollment for health insurance), the University will use an email list that includes the university email address of all Members.

18.7 Research Compliance Committees. The University has a number of compliance committees that must approve human research studies, animal research studies, studies that involve biohazards, and studies that involve radiation. The normal amount of time for a proposal to perform research work with these either humans, animals, biohazards or radiation to be approved by the Compliance Committee should normally be a month for at least provisional approval. Substantial delays in approval process will be investigated by Research and Sponsored Programs until the procedure is streamlined, with a normal time to approval of approximately one month. Each compliance committee will have either a staff member or a web site that can aid a faculty member with details needed in a proposal for a successful approval.
18.8 Safe environment. The Board of Trustees will not allow firearms on campus. Threats to the Bargaining Unit Faculty Member or their students will be fully investigated by the Wright State Police.