

**WRIGHT STATE UNIVERSITY
BOARD OF TRUSTEES
OFFICIAL PROCEEDINGS OF THE
THREE HUNDRED AND FIFTY-EIGHTH MEETING**

February 3, 2019

INDEX

	<u>Page</u>	<u>Resolution</u>
I. CALL TO ORDER	1	
II. CONFLICT OF INTEREST STATEMENT	1	
III. PROOF OF NOTICE OF MEETING	1	
IV. ANNOUNCEMENTS	2	
V. EXECUTIVE SESSION	2	19-41
VI. RECESS	2	
VII. RECONVENE IN PUBLIC SESSION	2	
VIII. VICE CHAIR'S COMMENTS	3	
IX. QUESTIONS AND COMMENTS FROM BOARD MEMBERS	3	
X. AUTHORIZATION BY THE BOARD OF TRUSTEES FOR THE PRESIDENT TO AGREE TO TERM SHEET PRESENTED TO AAUP-WSU FACULTY UNION ON FRIDAY, FEBRUARY 1, 2019	5	19-42
XI. ADJOURNMENT	6	

**WRIGHT STATE UNIVERSITY
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THREE HUNDRED AND FIFTY-EIGHTH MEETING**

February 3, 2019

I. CALL TO ORDER

The meeting of the Wright State University Board of Trustees was called to order by General C.D. Moore, vice chair, on Sunday, February 3, 2019, 3:01 p.m., in the 2455 Presidential Drive First Floor Gallery Space. Mr. Larry Chan, secretary to the Board of Trustees, called the roll:

Present

Anuj Goyal
Bruce Langos
William Montgomery
C.D. Moore
Grace Ramos
Austin Rains
Shaun Wenrick

Absent

Michael Bridges
Douglas Fecher
Sean Fitzpatrick
Stephanie Green

General Moore stated that the Wright State University Board of Trustees is a public body subject to the Ohio Open Meetings Act. It operates on a fixed agenda available to those attending the meeting. Persons wishing to address the board in its Public Session should submit a written request to the Board of Trustees' office 72 hours in advance of the meeting in order to be placed on the agenda. However, all persons address the board at the invitation of the board and are subject to time limitations and other guidelines established to maintain the good order of the meeting.

II. CONFLICT OF INTEREST STATEMENT

General Moore read the Board's conflict of interest statement.

It is of utmost importance to ensure that all university decisions are free from any real or perceived conflicts of interest.

Therefore, please be mindful of all obligations with which you have been charged as a Trustee of Wright State University; and take the steps you deem appropriate to perform your duties fairly and impartially.

III. PROOF OF NOTICE OF MEETING

General Moore reported that the meeting was called by written notification and a quorum was present.

IV. ANNOUNCEMENTS

No announcements were offered.

V. EXECUTIVE SESSION

In accordance with the Ohio Open Meetings Law, the Board, after a majority of a quorum and by roll call vote, determined to hold a Special Executive Session by offering the following resolution:

RESOLUTION 19-41

RESOLVED that the Wright State University Board of Trustees agreed to hold a Special Executive Session on Sunday, February 3, 2019, in the Double Bowler Conference Room, 2455 Presidential Drive; and be it further

RESOLVED that pursuant to the Ohio Revised Code 121.22 (G), the following issues may be discussed in Executive Session:

- Collective bargaining

General Moore moved for approval. Mr. Montgomery seconded, and the motion was unanimously approved by roll call vote.

VI. RECESS

The Executive Session adjourned at 4:01 p.m.

VII. RECONVENE IN PUBLIC SESSION

The Wright State University Board of Trustees reconvened on Sunday, February 3, 2019, 4:07 p.m., in the First Floor Gallery Space, 2455 Presidential Drive. Mr. Larry Chan called the roll.

Present

Anuj Goyal
Bruce Langos
William Montgomery
C.D. Moore
Grace Ramos
Austin Rains
Shaun Wenrick

Absent

Michael Bridges (phone in)
Douglas Fecher
Sean Fitzpatrick (phone in)
Stephanie Green

VIII. VICE CHAIR'S COMMENTS

General Moore thanked everyone for coming and opened the meeting with a short statement.

Over the past several months the Board of Trustees and the Administration have been listening intently to what the union has stated to be their most pressing issues. We have worked hard to address these issues. These include retrenchment, work load, merit pay, non-tenured faculty appointments, retirement incentives, summer teaching rotation and pay raises as well as others. We listened intently to the concern raised about cost savings days, specifically how many cost saving days the University could potentially use during difficult financial times. We heard the concerns and we agreed to further limitations.

Throughout this whole process the Board has been consistent on the need to save resources by going to a single university controlled healthcare plan that includes all employees at Wright State University. This is a universal healthcare plan that is consistent with what most public employers offer. These ongoing discussions have resulted in a term sheet that will be presented to the Board today. Before moving on to the resolution associated with that term sheet, I would like to ask my fellow Board of Trustee members for any comments or questions.

IX. QUESTIONS AND COMMENTS FROM BOARD MEMBERS

Student Trustee Austin Rains prefaced his question related to the term sheet by expressing concern for the students. The students have been put in the middle of protracted negotiations and now a strike and he wants to see everything resolved for them. Students deserve to receive what they are paying for. His question was has the Union already turned this offer down or do they plan to vote today on the offer?

President Schrader answered that there has not been a rejection of the offer nor is she aware of any vote that is being taken. She agreed that our priority is our students and that we need to have our faculty in the classrooms. Students want faculty in the classroom and the Board wants to make sure we continue to provide a high quality, affordable education for our students.

With that being said, she indicated that this is a reasonable offer that has taken into consideration the many issues brought forth by the Union leadership, particularly in terms of working conditions. So retrenchment with no new language, with work load remaining the same in the collective bargaining agreement, and with a number of other concessions that help relieve or allay some of the issues that might have impacted students in the classroom, in the end this offer is about financial considerations that need to occur for the University to be able to move forward towards financial sustainability. She recognized the Board's efforts to withdraw language and make compromises on the issues affecting the classroom

or the quality of the instruction.

Trustee Rains commented that the Union's stated number one priority has continued to shift many times during this process and he would like it to remain focused on the students.

General Moore indicated that the Board is united in wanting to see an open, transparent vote by the faculty on the terms and while there has not yet been, they would like to see a faculty union membership vote.

Doctor Goyal reminded everyone that we are here for our students. It is of the utmost importance that Wright State remains financially viable and able to provide students with an affordable education that they might not otherwise have. We value our faculty. Wright State is a high quality institution because of our faculty. Today's vote represents the Board's commitment to getting our faculty back in the classroom.

Trustee Montgomery indicated that there is one issue still separating the Administration, the Board, and the Faculty Union and that issue is health care insurance. Based on his industry experience with police and fireman's unions and public school teachers unions, everyone is asking their folks to share in the costs. The terms presented to the union are fair to everyone, treat individuals as equals, and includes a healthcare plan to insure all employees equally from the university president to the janitor. No individual or group is set apart for preferential treatment and the plan is fair to students, taxpayers, and faculty.

Mr. Montgomery cited the unfortunate death of a non-union faculty member and how having active coverage for health insurance offered a level of protection for his family. He stressed the need to come to a swift resolution on the health care insurance issue before anyone else may potentially be negatively impacted by being without coverage. Trustee Montgomery reiterated the fairness of the terms and the resoluteness of the Board to support all employees equally while continuing to manage rising health care costs and the University's financial health.

Ms. Ramos reminded everyone of Wright State's history of affordability and access for disabled students and the need to control costs to continue supporting students from protected classes to insure Wright State remains accessible to all.

Student Trustee Shaun Wenrick posed a question about having everyone, including bargaining union faculty, on the same plan. As a student, he does not understand what sets an individual in the union apart from everyone else and why they should receive preferential treatment in plan design.

General Moore replied that this group had no answer about why one group should be favored but indicated that the plan proposed is equalitarian and treats everyone with equal respect and offers economies of scale while helping to maintain costs

for the university.

President Schrader pointed out that all other university employees, including non-union faculty and individuals in other labor unions, are on this plan so this plan is not breaking any precedents.

Mr. Rains mentioned that he is not concerned about the details but is concerned about students getting their faculty back in the classroom. He indicated that the faculty are the most qualified to teach students and are what students deserve. He asked union faculty to return to the classrooms and meet the needs of our students.

X. **AUTHORIZATION BY THE BOARD OF TRUSTEES FOR THE PRESIDENT TO AGREE TO TERM SHEET PRESENTED TO AAUP-WSU FACULTY UNION ON FRIDAY, FEBRUARY 1, 2019**

Following the conclusion of all questions by the Board members, General Moore presented the following resolution for Board consideration to allow President Schrader to agree to the term sheet presented to the AAUP-WSU faculty union on Friday, February 1, 2019.

**The Board of Trustees
to Authorize the President to Agree
to Term Sheet Presented to
AAUP-WSU Faculty Union on Friday, February 1, 2019**

RESOLUTION 19-42

WHEREAS, the University and AAUP-WSU have met for at least three recent sessions to discuss a successor collective bargaining agreement to the Terms and Conditions implemented by the Board;

WHEREAS, over the last several months the Board and the administration have been listening intently to what the union has stated to be their most pressing issues;

WHEREAS, the Board and the administration have tried hard to address these pressing issues;

WHEREAS, these pressing issues have been identified as retrenchment, workload, furloughs, non-tenure eligible faculty appointments, summer teaching rotation, merit pay, retirement incentives, and wages;

WHEREAS, in an attempt to move toward the union's position on retrenchment, workload, furloughs, non-tenure eligible faculty appointments, summer teaching rotation, merit pay, retirement incentives, and wages, the University agreed to

compromise with the union in going back to the union's original language on retrenchment, workload, and merit pay; to accept the union's compromise proposal on furloughs limiting them to one day per semester, and the union's compromise proposal on summer teaching and non-tenure eligible faculty appointments; to agree with the union on retirement incentives; and to accept the union's proposal for an overall raise totaling 5% base pay and 1% merit pay in the last two years of a successor contract;

WHEREAS, throughout the whole bargaining process, the Board has been consistent on its need to save money by going to a single healthcare plan that includes all employees at Wright State University;

WHEREAS, the universal healthcare plan is a plan which is consistent with what most public employers offer;

WHEREAS, the University presented a Term Sheet to the AAUP-WSU in discussions held on Friday, February 1, 2019 to resolve outstanding issues with the union;

WHEREAS, the Board intends to authorize the President to enter into an agreement with the AAUP-WSU based upon the Term Sheet attached hereto as Exhibit A;

NOW THEREFORE,

BE IT RESOLVED, that the Wright State University Board of Trustees authorizes the President to enter into an agreement with the AAUP-WSU based upon the Term Sheet attached hereto as Exhibit A immediately upon the Board of Trustees approval of this Resolution.

Exhibit A can be accessed here:

<http://www.wright.edu/sites/www.wright.edu/files/uploads/2019/Feb/meeting/Resolution-BOT%20Authorization-February%203%2C%202019.pdf>

General Moore moved for approval. Ms. Ramos seconded, and the motion was unanimously approved by roll call vote.

In closing, General Moore expressed the Board's hope that "this resolution will bring closure to over two years of difficult negotiations. We strongly believe that the terms presented are in the best interests of all parties, particularly our students who are eager to resume learning in a united and collegial Raider environment. We look forward to welcoming all the faculty back into the classroom."

XI. ADJOURNMENT

The meeting adjourned at 4:21 p.m.