

**Board of Trustees to Retrench Bargaining Unit Faculty  
RESOLUTION 21 -**

In recognition that the University has experienced a significant reduction in its student enrollment, which has continued for years and is expected to persist, the President requests authority to “retrench” (reduce the number of positions of) bargaining unit faculty in accordance with the agreed procedures of the University/AAUP-WSU collective bargaining agreement.

**Resolution of the Board of Trustees to Retrench  
Bargaining Unit Faculty**

**WHEREAS**, the University’s collective bargaining agreement with the AAUP-WSU authorizes the elimination of bargaining unit faculty positions as the result of a significant reduction in enrollment which has continued over at least four semesters (excluding summers) and is expected to persist; and

**WHEREAS**, the Provost and the President agree that there has been a significant reduction in the University’s enrollment which has continued for well over four semesters, falling from a high near 17,000 in 2017, to approximately 12,000 in the current term, and further agree that multiple reasonable analyses all predict with high likelihood that the reduced enrollment will likely persist if not worsen at least through in 2023; and

**WHEREAS**, the Provost and President agree that over the same period our enrollment has declined significantly, full-time faculty size at the University has not kept pace with reduced enrollment; and

**WHEREAS**, the University’s previous alternative attempts and initiatives to reduce the size of its bargaining unit faculty through attrition and other voluntary programs have not produced sufficient results;

**WHEREFORE**, the following is hereby adopted as the Resolution of the Wright State University Board of Trustees:

**RESOLVED:**

First: The Board finds that the University has experienced a significant reduction in enrollment, which has continued over more than four academic semesters (not counting summer), and which is expected to persist, and thus that invocation of retrenchment per Articles T17 and N17 of the AAUP-WSU CBA is warranted;

Second: The University is authorized to eliminate up to 113 bargaining unit faculty positions through retrenchment. The President may reduce, but not increase, the size of this retrenchment if she determines, in her discretion, that real-world enrollment is or likely will be significantly better than current forecasts indicate or that alternatives to reduce faculty positions succeed to avoid retrenchment of some faculty positions.

Third: The President shall have full discretion to allocate bargaining unit faculty position eliminations across the various academic units. The President shall consult with the deans and chairs regarding proposed eliminations in their respective academic units.

Fourth: The President or her delegates are directed to implement this retrenchment in accordance with the applicable procedures delineated in the University/AAUP-WSU collective bargaining agreement, including its recall provisions.

Fifth: The President is authorized and directed to investigate the feasibility of a severance or incentive package for bargaining unit faculty who volunteer for retrenchment. The President shall report on the feasibility and advisability of such a program at the Board's next Finance, Audit, Governance, and Compliance Committee meeting.

Sixth: In addition to previously authorized expenditures, the President is hereby authorized to expend up to One Million (\$1,000,000.00) Dollars, in the current fiscal year, for enrollment and retention initiatives. The President shall consult with the Faculty Senate before expending the funds authorized by this Resolution.

Seventh: The President, or her delegate, is hereby authorized and directed to take and perform all lawful actions she reasonably determines to be necessary, proper, and desirable to effectuate the Board's directives herein.