AAUP-WSU Signs First Contract for Full-time Non-Tenure Track Faculty at Wright State University

Contract for non-tenure track faculty breaks new ground providing unprecedented job security language that is equivalent to tenure.

On Friday, the Wright State Chapter of the American Association of University Professors and Wright State University signed a first contract for approximately 180 full-time non-tenure eligible (NTE) faculty. In addition, the parties also signed a Memorandum of Understanding (MOU) covering the workload for the same group of faculty. The contract breaks new ground in the area of job security for this group of contingent faculty, providing them with most if not all of the same job security as tenured faculty. It also provides NTE faculty with teaching loads that will enable them to provide Wright State students with a high quality education.

Highlights of the new CBA and workload policy for NTE faculty

**Job security:** From the beginning of the seventh year of service, an NTE BUFM will have a “continuing appointment with no identified date of termination” and can be dismissed only if appropriate criteria are met and appropriate procedures are followed. These criteria and procedures will provide tenure-like job security. One can see the details in Article 15 of the new CBA.

**Workload:** For Visiting Faculty, workload will be specified in the offer letter. But for all other NTE faculty – Instructors, Lecturers, Senior Lecturers, and Clinical Faculty in the College of Nursing and Health – the workload policy, incorporated into an MOU, specifies teaching and service obligations. For Instructors in their first four years of service, a typical teaching load will be eight courses per academic year of three semester hours each. For all others, the teaching load will typically be seven courses per year at three hours each, or six courses per year at 4 hours each with particulars specified on a college-by-college basis,
paired with a greater service expectation. Violations of the MOU are grievable and subject to binding arbitration.

**Compensation:** The raises 1-3 below will be retroactive to August 1, 2013 (to July 1, 2013 for those on Fiscal Year appointments).

1. **Across-the-board:** All continuing NTE faculty will receive a 2.0% raise to their 2012-13 base salaries.

2. **Market:** There will be a 0.4% “market” raise pool whose distribution must be agreed upon by AAUP-WSU and the administration. If the parties fail to agree on how to distribute some (or all) of this pool, then the monies whose distribution is not agreed upon will be distributed across-the-board, as a percentage of individuals’ 2012-13 base salary.

3. **Minimum salaries:** There will be significant minimum salary figures for each rank. These minimum salaries will provide additional raises for the lowest-paid individuals at each rank and are equivalent to an additional 1.6% across-the-board raise.

**Health Care:** In 2014, NTE faculty will continue to pay premiums for health, dental, and vision care on a sliding scale -- how much one pays depends in part upon one’s base salary.

**Professional Development Funds:** Each NTE faculty member will receive $500 per year in professional development funds. Legitimate expenses will include a wide range of teaching-related expenditures. For example, one could obtain a computer that is better than what the usual Faculty Computer Initiative funds would allow, travel to professional conferences, and so forth. Unspent funds will carry over to the next year.