

Akron-AAUP Contract: Highlights

Salary: Up to 19.3% over four years, including the 1.6% for the ULP and 1.2% + dollar amount for healthcare.

Merit Pay Guidelines: These are developed and approved by faculty within each department.

Market Adjustment Committee: This is made up of two elected faculty and the chair. A simple majority vote of the committee makes final recommendations for that portion of market adjustments.

Healthcare: We agreed to pay 15% of cost, but we recover the money in base pay. Our language protects us for 4 years, so that even if something catastrophic happens, we will not pay more out of pocket than the across-the-board salary increase covers in the last two years of the contract.

Retrenchment: We got OUR article in its entirety, which is even better protection than the original university rule and is more protective of rank, seniority, and tenure.

Governance: In chair selection and review, we retain a guaranteed role. While the Dean appoints the search committee, the department faculty elect a pool (of at least two) from which the Dean must choose two members. The search committee must include a majority of faculty (two of which are the elected members). This committee supplies a written evaluation and recommendation to the Dean.

RTP guidelines: These are basically the current rule, which is now codified in the contract.

Grievance procedure: We now have a binding grievance procedure, which means that if a faculty member believes that the contract has been violated, including an unfair RTP decision, he/she can file a grievance. No longer are faculty dependent on Faculty Rights, which is advisory only, or – worse – a public lawsuit that the individual pays for. Grievances and arbitrations over the contract are paid for by the Akron-AAUP.

Contract duration: 4 years. While this is unusual compared to most contracts, which are 3 years, faculty gain additional protection this way since we're starting with a good contract. We are especially protected regarding healthcare, since that situation is so volatile right now. And we have 4 years to recuperate and prepare for the next round of negotiations.

Distance Education: For the first time, we have a guaranteed distance education policy that pays faculty extra the first time they teach a DE course. This contract article also ensures that DE will not be used to erode the number of faculty.

Intellectual Property: Solid intellectual property and copyright guarantees.

What's NOT in the Contract!

Features proposed by the Board that were successfully removed by the Akron-AAUP negotiation team include:

- * Post-tenure review
- * 20% healthcare contribution, with regressive impact on lowest paid faculty/staff
- * Expansive retrenchment language, threatening individuals and tenure
- * A contract duration of only two years
- * No guaranteed shared governance language, in part, making chairs into heads
- * Initial low flat rates for summer teaching, harming everyone, with no compensatory raises.
- * Undergrad summer full enrollment minimum of 15
- * Multiple restrictions on academic freedom
- * No language on distance education
- * Administration-controlled merit guidelines