

BGSU/BGSU-FA AAUP Proposed 2019-2022 CBA Changes

Highlights, Fact Sheets, and Background Materials

Negotiating Team

Steve Demuth—Sociology (Chief Negotiator)

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Interest-Based Bargaining

In a spirit of collaboration and good faith, we continue to use Interest-Based Bargaining (IBB). In traditional bargaining, both sides exchange proposals expressing their desired positions. Agreement is reached through a compromise of what are often presented as diametrically opposed positions. Traditional bargaining can often lead to conflict because compromises create feelings of winning and losing on proposals.

IBB takes a different approach. Instead of compromising on proposals, sides first present issues or problems that need solutions. They clearly outline the interests behind the issues. Sides agree to use common data sources to help define issues and find solutions. By focusing first on the problems to be solved and why they are problems, instead of just proposed solutions, both sides are able to work openly and honestly to find creative consensus solutions to problems. IBB helps reduce conflict and misunderstanding and creates possible win-win solutions that might not be possible with a more traditional approach.

Both the administration and the BGSU-FA believe that IBB has worked well and that it has helped to build a stronger and more productive relationship between the faculty and the administration to collectively make BGSU the best university it can be.

Administration Team

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Highlights

1. Compensation: 3% annual increases to base salary each of the first 2 years, 2.5% increase in year 3, and a pool of \$580K over the three year period for market adjustments (discussed in #2 and #3)
2. Market Adjustment Pool: \$3,000 compression bonuses for Professors promoted before CBA1, \$2,000 compression bonuses for Senior Lecturers promoted before CBA1, and \$100/year (up to a total of \$1,000) for NTTF (excluding Senior Lecturers receiving compression bonuses) for years of service prior to 2007
3. Market Adjustment Pool: President's Excellence funds for Distinguished Professorship holders and exceptional Professors and Senior Lecturers; Provost's funds for individual market adjustments, pre-emptive and counteroffers, and diversity retention efforts
4. Health Benefits: Plan A is now ACA-compliant and has \$0 contraceptive drugs and devices and 100% coverage for routine physical exams and well-child care exams (to age 9); % premium contributions in Plan A remain unchanged; In-network deductibles rise from \$200/\$400/\$600 to \$300/\$600/\$700; In-network Out-of-Max rise from \$1000/\$2000/\$3000 to \$1250/\$2500/\$3250; Generic prescription copays rise from \$6/\$12 to \$10/\$20
5. Benefits: ACA coverage benefits remain if ACA is eliminated; Same-sex spousal benefits remain if Obergefell decision is overturned
6. New NTTF Ranks: NTTF now called Qualified-Rank Faculty (QRF) with Instructor, Lecturer, and Senior Lecturer ranks now called (Teaching/Clinical/...) Assistant Professor, Associate Professor, and Professor (e.g., Senior Lecturer becomes Teaching Professor or Clinical Professor)
7. FIL Eligibility: QRF can apply for and receive FIL after promotion to Associate rank
8. Merit: Part I merit document to recognize meritorious contributions in research for QRF
9. Firelands: TTF can apply for 1 course release every 3 years to reduce standard 4-4 load; All faculty may become "Firelands Affiliates" in discipline-appropriate units on BG campus; Integration of functional areas (e.g., ITS, Libraries, professional development) across campuses
10. Emeritus Status: Eligibility is now the same regardless of choice of retirement plan
11. Sick Leave: Faculty in first two years may petition Leave Bank Committee for sick leave without donation; Sick leave authorized for bereavement increased from 5 days to 10 days
12. Distance Learning and Intellectual Property: Form establishing agreement of substantial support; affirmation that faculty have the right to deny video or audio recordings of classes
13. Due Process: Clarified process and rights of accused faculty during investigation stage
14. Retrenchment: "Salary in lieu of the notice required" possible in retrenchment with mutual agreement; Earlier faculty involvement in retrenchment decisions; In case of retrenchment, greater consideration of reassignment opportunities across campuses
15. Faculty may be assigned to teach courses in other academic units after consultation
16. Two committees to increase pedagogical development and peer review of teaching
17. Committee to ensure equitable access to professional development funds across University
18. Committee to encourage and support contributions to scholarship and creative contributions throughout the career
19. Addition of "letter of appointment" to dossiers for annual evaluations of merit and RTP
20. Contract is now gender-neutral
21. No change in parking fee

Issues

1. Emeritus Status
2. Faculty Improvement Leave
3. Governance
4. Recruit Faculty at All Ranks
5. Retrenchment
6. Underused Faculty Resources
7. Teaching-Intensive Faculty
8. Clinical Appointments
9. Sick and Parental Leaves
10. Expanding Pedagogical Efforts
11. Professional Development
12. Appropriate Contributions to the Scholarly/Creative Activity Mission
13. Firelands College
14. Common Access to Relevant Evaluative Information
15. Distance Learning
16. Updates to RTP and Merit Policies
17. —withdrawn—
18. Due Process and Discipline
19. Salary and Health Care Benefits

Issue 1: Emeritus Status (Article 27)

1. Previously, a faculty member's ability to receive emeritus status required 1) "retirement" and 2) depended on their choice of retirement plan.
 - a. STRS: retirement based on a formula combining age and years of service
 - b. ARP: retirement based on age 65 or older

2. Now, eligibility for emeritus status does not depend on your retirement plan and requires only separation from full-time employment and either:
 - a. Age 55 and have served as a full-time faculty member for at least 10 years

OR

 - b. Any age and have served as a full-time faculty member for at least 25 years

3. Special consideration may be given to a faculty member who has a career of accomplishment and contributions to BGSU but who may not have met the years of service and/or age criteria

Issue 2: Faculty Improvement Leave (Article 22)

The Faculty Improvement Leave issue was introduced by the Administration. The interest is to increase both the quality of applications, and the number of faculty applying for FIL over the course of an individual career without reducing the overall number of FILs granted.

1. Section 3 - QRF in at least the second rank may apply for and receive FIL
2. Section 5 - Reinforce role of FIL in career development
3. Section 6 - Reinforce role of Faculty Development Committee and clarified criteria for evaluation of applications
4. Section 8 - Alter timing of reports
5. Section 9 - NEW – Establish joint FA—Faculty Senate—Administration committee to explore and recommend efforts to enhance the quality of the FIL application and evaluation process

Issue 3: Governance (Article 10)

The BGSU-FA was interested in developing a process of timely administrator evaluation and feedback that is responsive to all faculty, improves university functioning, and supports the Faculty Senate's role as the primary governance body over academic affairs.

1. The Article was revised and reorganized to avoid redundant language and make it easier to understand and apply.
2. Regarding the annual and cumulative review of Deans, we agreed upon a general timeframe for the review and clarified the roles of the participants in the process:
 - a. The review will take place during spring semester: data to be collected by the middle of spring semester, with the final report sent to the Provost and Dean by the end of spring semester.
 - b. Deans are invited to provide a summary of their activities and accomplishments to the BUFMs of the college prior to data collection.
 - c. The committee will submit their final report in writing to the Provost and to the Dean and share a summary of the report with the BUFMs of the college.
 - d. The Provost will confirm that the BUFMs' report was reviewed and incorporated as appropriate into the Provost's evaluation of the Dean.
3. Regarding the annual and cumulative review of Chairs/Directors, we agreed upon a general timeline for the review and clarified the roles of the participants in the process:
 - a. The review will take place during the spring semester: data collected by the middle of spring semester, with the final report communicated by the end of spring semester.
 - b. The committee will submit their final report in writing to the Dean and to the Chair/Director and share a summary of the report with the BUFMs of the Department/School. After each annual evaluation and cumulative reappointment review, the Dean will confirm that the BUFMs' report was reviewed and incorporated as appropriate into the Dean's evaluation of the Chair/Director.

Issue 4: Recruiting Faculty at All Ranks (Article 14)

This issue aimed to clarify several points within Article 14 so that departments have the option of hiring new faculty at the ranks of Associate Professor with tenure or Professor. It also establishes the process by which senior Tenure-Track and Qualified-Rank Faculty hires are conducted and outlines the process by which departments may initiate and conduct “by-appointment” faculty hires.

the option of hiring Associate Professors with tenure

- Sections 2.2.1.2. & 4.1 – added language states that Associate Professors may be hired as a tenured appointment/with tenure

the process by which senior faculty hires are conducted

- 4.3.5., 4.4.1., 4.4.3. – added language clarifies that candidates for a senior faculty hire with tenure must meet with the Provost during the search process, and that all faculty with equivalent or higher rank than the candidate shall vote on the candidate’s rank and/or tenure (using that unit’s established standards).

“by-invitation” faculty hires

- 4.3. & 4.5 – added language states that “hiring by invitation” (otherwise known as an “invited search” or “By-Invitation Faculty Appointments”) is an acceptable method by which to initiate a faculty hire.
- 4.5 – added section (“By-Invitation Faculty Appointments”) describes the process by which invited searches should proceed:
 - “By-Invitation Faculty Appointments” may be initiated by Chairs/Directors/Deans or the Provost, but only with the support of Bargaining Unit Faculty Members. Faculty also may initiate an invited search through a recommendation to the Chair/Director based on a majority vote.
 - As part of their recommendations to the Chair/Director, Dean, and Provost, the faculty will include information about the candidate’s qualifications in relation to others of comparable rank in the academic unit; the academic unit’s need for an additional faculty member and whether the candidate may fit that need; the consequences of such an appointment for immediate and long-term department/school needs and planning; and an assessment of the affirmative action consequences of such appointments.

Issue 5: Retrenchment (Article 15)

The BGSU-FA was interested in increasing faculty involvement in decisions surrounding exigency and viability necessary for retrenchment, in particular as they relate to Firelands College.

1. The Article was updated with a new section on definitions to provide clarity on the difference between reconfiguration and retrenchment.
2. Existing language was reorganized to better reflect the sequential order of both the process for determining the need for retrenchment and then the actual process of retrenchment.
3. Language was added that creates the potential for “salary in lieu of the notice required” when such arrangement is agreed upon in writing by the affected BUFM and the Administration.
4. Language regarding *reconfiguration* was broadened to be sure that positions and units on both the Bowling Green and Firelands campuses would be taken into account, when appropriate, for faculty reassignment. This language could increase the reassignment opportunities for any affected BUFM.
5. Language regarding *reinstatement* was broadened to be sure that positions and units on both the Bowling Green and Firelands campuses would be taken into account, when appropriate, for faculty reinstatement. This language could increase the reinstatement opportunities for any released BUFM.

Issue 6: Underused Faculty Resources (Article 14)

This issue aimed to codify the ability of departments to assign faculty to teach courses in academic units outside their unit of affiliation. Consultation with the affected faculty member is required.

- 1.3 – new Section: “On occasion, a BUFM may be assigned to teach a course or courses in another unit. Prior to making such an assignment, the chair/director shall provide an opportunity for consultation with the affected BUFM. Teaching in another unit would not affect a BUFM's affiliation.”

Issues 7 and 8: Teaching Intensive Faculty and Clinical Appointment (Articles 14 and 17)

1. Non-Tenure Track Faculty (NTTF) are now called Qualified Rank Faculty (QRF)
 - a. Art. 14, Secs. 1-3 - Changed the ranks of Non-Tenure Track Faculty from Instructor, Lecturer, and Senior Lecturer to (Preceding Qualifier) Assistant Professor, (Preceding Qualifier) Associate Professor, and (Preceding Qualifier) Professor. For example, Clinical Assistant Professor, Teaching Professor, ...
 - b. Sec. 2.2 - Established a committee to select the Preceding Qualifiers that will be used for QRF moving forward
2. Probationary TTF will no longer review Qualified Rank Faculty for promotion
 - a. Art. 14, Sec. 6.4.3.1.1 - Removed Assistant Professors from review of QRF promotion
3. More holistic recognition of QRF contributions through the merit process
 - a. Art. 17, Sec 10 - Changes to Part I: University-wide Merit document to recognize meritorious contributions from QRF in areas outside of assigned duties (i.e., research)
4. More equitable QRF participation in Governance
 - a. Art. 14, Sec. 2.3 - Removed language that could be interpreted to limit access to shared governance for QRF based on assigned duties

Issue 9: Sick and Parental Leaves (Articles 9 and 21)

This issue was brought up because of non-uniform policies for the sick leave bank and attempts at making the sick leave bank more accessible and effective. In addition, changes were made to types of faculty leaves.

Changes made to Article 9: Academic Freedom and Article 21: Faculty Leaves

1. Article 9, Section 2.7 (Rights and Responsibilities) - New language indicating that “BUFMs missing a class due to a sick leave event will make a good faith effort to contact students and when possible arrange an alternative learning experience (e.g., assign readings or online exercise, have teaching assistant cover class).”
2. Article 21, Section 4 (Unpaid Leave) - New process specifying the process of seeking unpaid leave for medical reasons. Faculty disclose medical reasons to HR, not chair/director.
3. Article 21, Section 8 (Definition of Authorized Paid Sick Leave) - The amount of sick leave authorized with the death of a family member has increased from 5 to 10 days.
4. Article 21, Section 9 (University Leave Bank Program) – The University shall maintain a Leave Bank Program (BGSU Policy 3341-5-18) for the use of all full-time employees including BUFMs.
 - a. Faculty in their first two years of a leave-accruing position may petition the Leave Bank Committee if they meet all guidelines of the policy except for the required sick leave donation. (Article 21, Section 9.1)
 - b. Decisions regarding utilization of the Leave Bank are made by the Leave Bank Committee that will include two faculty representatives appointed by the BGSU-FA. The Committee will also include two classified staff members, two administrative staff members, a BGSU staff physician (as designee), and an ex officio member from the Office of Human Resources. (Article 21, Section 9.2)
5. Article 21, Section 11 (Parental Leave) - For the purposes of this Article, the first day of the fall semester is defined as the first day of fall classes, and the first day of the spring semester is defined as the first day of classes of the spring session of the spring semester.

Issue 10: Expanding Pedagogical Efforts (Article 24)

This issue was raised by the administration to support the pedagogical professional development of faculty members and to develop strategies to review teaching effectiveness.

Article 24, Section 7 establishes the charge for two joint committees that will be created by Labor Management Committee (LMC): The Committee on Peer Review of Teaching and The Committee on Pedagogical Professional Development.

1. The membership of the Committee on Peer Review of Teaching will be comprised of representatives from all colleges, taking into account units, disciplines, departments and colleges. There shall be an equal number of BUFMs and FADs on the committee (e.g., 4 BUFM, 4 FAD). The charge of the Committee on Peer Review of Teaching is to consider:
 - a. Issues of interpreting teaching reviews
 - b. Diverse pedagogical objectives of units, programs, disciplines, and delivery modalities
 - c. Guidelines for peer review process for RTP and merit
 - d. Guidelines for selecting and training peer reviewers/mentors
 - e. Opportunities for BUFMs to respond to feedback
2. The membership of the Committee on Pedagogical Development shall include those with teaching expertise. There shall be an equal number of BUFMs and FADs on the committee (e.g., 3 BUFM, 3 FAD). Members shall be appointed by the Provost and the President of the BGSU-FA in consultation with the LMC. The charge of the Committee on Pedagogical Professional Development is to consider:
 - a. Incentives for completing professional development activities
 - b. Development of pilot program for activities or programs that expand/enhance professional development
 - c. Diverse pedagogical objectives of units, programs, disciplines, and delivery modalities.

Issue 11: Professional Development (Articles 22 and 24)

This issue was raised to discuss professional development for faculty and the subsequent benefit to unit, college, and university productivity. The discussion of professional development at this time focused on the role of Faculty Improvement Leave and how the process of application, evaluation, and feedback could be improved to the betterment of applicants and the University. It also focused on creating greater consistency in the distribution of professional development funds within and across colleges.

Article 22, Section 9 establishes the Joint Faculty Improvement Leave Process Committee (JFILPC). The JFILPC shall consist of the six members of the Labor Management Committee and three additional members, who shall be appointed by Faculty Senate.

The role of the JFILPC will include:

1. To provide recommendations on issues such as standardized deadlines for application and evaluation, applicant mentoring, proposal rating categories, multidimensional proposal evaluation rubric, and guidelines for the provision of feedback from the Faculty Development Committee to the Provost. (Article 22.9.2.)
2. In developing these recommendations, the JFILPC is charged with providing consideration of shared governance, consistency and transparency, the goal of improving the process, feedback, and outcomes of FIL, and the value of substantive advisory feedback to the Provost. (Article 22.9.3.)
3. Recommendations on the preceding by December 13, 2019 (Article 22.9.4.)

Article 24, Section 5 charges the Labor-Management Committee to review current practices and develop recommendations for awarding professional development funds.

Issue 12: Appropriate Contributions to the Scholarly/Creative Mission (Article 23)

This issue was brought by the Administration for the purpose of encouraging and supporting continued scholarship and creative contributions by faculty. These contributions are important for individual faculty, graduate faculty status, accreditation, and the culture of scholarship and creative work at the University.

Changes to Article 23 added language regarding mechanisms to support BUFM scholarship/creative activity or changes to allocation of effort. These changes include:

1. BUFMs “may request temporary reallocation of effort from scholarly/creative activity to teaching/librarian effectiveness and/or service when accompanied by an approved action plan for resumption of scholarly/creative activity.” (Article 23.2)
2. The Labor Management Committee will “examine the Merit Template Part I and make recommendations including but not limited to 1) consequences for BUFMs who become unqualified to teach according to unit accreditation standards or are unable to maintain the appropriate level of graduate faculty status when required by their units, 2) broadening language to include non-traditional scholarship and creative metrics (e.g., scholarship of engagement, support of undergraduate research), and 3) opportunities to regain productivity and access to merit and promotion after a period of low/no productivity in scholarly/creative activity.” (Article 23.3)
3. A joint committee will be created to identify best practices for the support of scholarly/creative activity by Associate Professors and Professors. The committee will be comprised of three representatives from the BGSU-FA and three representatives from the Administration or another mutually agreed upon number of equal representatives. (Article 23.4)
4. The charge of the committee will be to examine best practices to promote post-tenure scholarly/creative activity through examining options such as, but not limited to, mentoring programs, mid-career success plans, incentives for productivity, and developmental course releases for increased reengagement in scholarly/creative activity. (Article 23.4)

Issue 13: Firelands College (Articles 5, 14, and 33)

The BGSU-FA was interested in ensuring that faculty on the Firelands campus are treated equitably with faculty on the Bowling Green campus in governance, benefits, professional resources, and workload.

1. Article 5 (Working Environment):
 - a. Language was added to acknowledge that the working environment and support services are not comparable on the Firelands campus, and that a good faith effort is required to provide more comparable services (including, but not limited to, professional development opportunities, wellness programming, and communication technology). The Labor-Management Committee (LMC) has been charged with making recommendations to the Provost and BGSU-FA President no later than Fall Semester 2020 to address these inequities.
 - b. The University has also agreed to establish regular, formal communication between functional areas across both campuses (including Academic Affairs, Student Affairs, and Libraries, to name a few) to help improve relationships across campuses.
2. Article 14 (Appointment, Reappointment, Tenure and Promotion)
 - a. A new faculty affiliation category ("Firelands Affiliates") has been created to allow for a formal organizational connection between the faculty of Firelands College and the discipline-appropriate academic units on the Bowling Green campus for the purpose of inclusion in curricular decision-making and general academic discussions. Firelands faculty may opt out of such affiliation if they so choose.
 - b. It is clarified in this Article that Firelands Affiliates will continue to be subject to the evaluation criteria and standards and unit-level review of the BGSU Firelands academic unit.
3. Article 33 (BGSU Firelands)
 - a. The Article now includes an application process for Firelands tenure-track faculty to be granted a three-credit course release no more than once every three academic years to enhance scholarly/creative activity given their standard 4:4 teaching load.
 - b. In order to enhance communication between BGSU Firelands and the University's senior leadership and to increase the visibility and awareness of regional campus issues, the Firelands College Council will have the opportunity to give an annual presentation to the President and the President's leadership team.

Issue 14: Common Access to Relevant Evaluative Information (Articles 14 and 17)

The administration raised this issue to ensure that BUFMs knew of their responsibility to submit materials in their dossiers for annual evaluations, both merit and RTP. The administration also wanted clarity regarding the materials that are available to merit committees and to chairs/directors/deans in the review process.

To clarify the review process for merit, there are two additions to Article 17's section 12 on Evaluation for Merit/Fixed Market Salary Raises. To clarify the review process for RTP, the same two additions are in Article 14's section 5 on Evaluation of Faculty.

The following language is added to the below articles: "Differences in recommendations for merit reviews may occur due to access of chair/director/dean to documentation of performance-related issues not in the dossier but previously shared with the BUFM (e.g., outcomes of the discipline process, prior feedback on performance) directly pertaining to the BUFM's teaching/library effectiveness, scholarly/creative activity, and/or service. In no instances other than annual performance reviews shall chair/director/dean/provost letters be the first time the performance-related issue is brought to the attention of the BUFM."

- Article 17, Section 12.4
- Article 14, Section 5.5

The following language is added to the below articles: "All reviews shall require that the BUFM compile a dossier consisting of a curriculum vitae (CV), letter of appointment, and additional supporting materials required by the unit's reappointment, tenure, and promotion policy."

- Article 17, Section 12.5
- Article 14, Section 5.6

Issue 15: Distance Learning (Articles 9, 25, and 26)

This Issue was designed to follow-up on the work of CBA #2's Distance Learning Committee that was created to establish a "written agreement" between the university and faculty members that would clarify the ownership of copyrightable distance learning materials when substantial support is provided by the University. It also addressed the rights of BUFMS to deny video or audio recordings of classes.

1. In Article 9 on Academic Freedom, section 2.8 inserts language from University Policy 3341-2-28 that asserts the rights of BUFMs to permit or deny permission allowing video or audio recording of a lecture or other classroom interaction at their discretion except in cases of an approved accommodation.
2. In Article 26 on Distance Learning: CBA #2 established a Joint Committee in this article to create the "written agreement" that is referenced in Article 25 on Intellectual Property. CBA #3 deletes mention of this committee because the work was completed.
3. In Article 25 on Intellectual Property. Section 2.6.2.1 refers to the written agreement, and the work of CBA #3 included finalizing this form and processes for implementing it. The "Written Agreement for Development of Distance Learning Materials with Substantial Support from Bowling Green State University":
 - a. establishes mutual understanding of the terms and conditions for the development or substantial revision of distance learning materials in exchange for substantial university support
 - b. defines substantial support for that the parties agree to
 - c. delineates agreement regarding ownership rights, attribution, royalties, priority to teach
 - d. sets a time limit on the agreement

Issue 16: Updates to RTP and Merit Policies (Articles 14 and 17)

The main idea behind this issue is that Reappointment, Tenure, and Promotion (RTP) and merit policies are living documents that will require periodic updates, either from within the unit or from the administration (e.g., when necessitated by changes to state law). The administration and BGSU-FA have a shared interest in streamlining and expediting the process by which unit documents are updated. The solution to this issue was to charge the Labor-Management Committee with making recommendations about the best way to implement a regular, standardized revision process for unit RTP, and merit documents. Approval from both the administration and the BGSU-FA is necessary for any LMC recommendations to be implemented. In cases when a “top-down” directive from the state legislature causes a change to become necessary, the Dean and Provost (or their designees) will work with units to help simplify and expedite the policy revision process.

- Article 14 (section 8.1) and Article 17 (section 11.6): “Further Efforts to Ensure the Efficiency and Timeliness of the Review, Revision, and Approval of Merit Policy”:

“The Parties agree that greater efficiency and timeliness in policy review, revision, and approval practices is needed. Therefore, the Labor-Management Committee is charged with recommending efficient processes for the review, revision, and approval of merit policies to the Provost and BGSU-FA President. Such recommendations shall include, but are not limited to, a plan for the cyclical review, revision, and approval of the unit policy; a process for sharing acceptable policy language with the unit when changes are required across academic units; and, the use of a representative unit committee to draft revised policy language for subsequent approval by the unit BUFMs. The joint approval of the Provost and BGSU-FA President is required for implementing any recommendations received from the Labor-Management Committee. Any resulting changes in policy review, revision, and approval processes will be reflected in Part I of the Merit Template.”

- Article 14 (sections 5.2.2.3., 5.4.2.3., 6.2.2.3., 6.4.3.) and Article 17 (section 11.2.4.) – New language: “The Dean and Provost (or their designees) will work collaboratively with the unit faculty and the Chair/Director during the policy revision process.”

Issue 18: Due Process and Discipline (Article 7)

Previously, when a faculty member was accused of behavior that could possibly lead to discipline, it was unclear what rights they had and what process was to be followed during the “investigation” stage when the University was trying to determine whether it was likely that discipline would be warranted. The FA was concerned about protecting the due process rights of the accused to know the allegations against them and to understand that they have a right to representation by the FA. We have agreed on new language that more clearly specifies the process.

4. If in the process of a formal investigation of alleged misconduct by a BUFM, the University Investigator wants to interview the BUFM about the allegations, the following procedures shall be followed:
 - 4.1. The BUFM shall be notified in writing of their alleged conduct prior to the interview. The written notification shall include:
 - 4.1.1. A general description of the alleged violation that makes a good faith effort to balance the investigatory interests of the University with the BUFM’s interest in understanding the nature of the allegation, with the Investigator retaining sole discretion in making this determination;
 - 4.1.2. Reference to the University policy that allegedly was violated; and
 - 4.1.3. The right of the BUFM to be accompanied by a BGSU-FA representative at the interview because the matters discussed in the interview could result in disciplinary action.
 - 4.2. The Investigator shall notify the Provost (or designee) with the details in Section 4.1 above, who shall make a good faith effort to notify the BGSU-FA Contract Administration and Grievance Officer in a timely fashion.
5. Subsequent to the interview, the BUFM may submit any relevant material to the Investigator within five (5) business days.

Issue 19: Salary and Health Care Benefits (Articles 17 and 18)

		FY 2020	FY 2021	FY 2022
Across the Board		1.5%	1.5%	1.0%
Merit		1.5%	1.5%	1.5%
Market Pool (Section 7)		\$300,000	\$280,000 to be allocated during FY 2021 and FY 2022	
Total		3% + \$300,000	3% + portion of \$280,000	2.5% + portion of \$280,000

1. In FY 2020, the Market Pool is comprised of 3 parts:
 - a. Market Compression Adjustment Fund: \$195,000
 - i. Base salary increases of \$3,000 for Professors and \$2,000 for QRF-Professors who did not receive the promotion salary adjustments in CBA1
 - ii. Base salary adjustments for QRF with twelve or more years of service (excluding QRF-Professors promoted before CBA1) shall receive \$100 for each year of service preceding the 2007-2008 academic year up to a maximum of \$1,000
 - b. President’s Excellence Fund: \$45,000
 - i. Base salary adjustments to Distinguished Professors, exceptional Professors and QRF-Professors, and others demonstrating excellence
 - c. Provost Market Fund: \$60,000
 - i. Base salary adjustments for market considerations including preemptive and counteroffers and diversity retention efforts
2. FY 2021-2022 Market Pools:
 - a. Market Compression Adjustment Fund: \$175,000 (remainder of payments in 1a)
 - b. President’s Excellence Fund: \$37,500
 - c. Provost Market Fund: \$67,500
3. Plan A is now ACA-compliant and coverage will not change if ACA is eliminated
 - a. Provides \$0 contraceptive drugs and devices
 - b. Provides 100% coverage for routine physical exams and well-child care exams (to age 9)
 - c. Caps prescription drug out-of-pocket maximum (single/family) at \$6,650/\$12,550

Benefits	Network	Non-Network
Benefit Period Deductible – Individual/Individual plus one/Family ^{1,2}	\$300 / \$600 / \$700	\$600 / \$1,200 / \$1,400 (2X in-network values)
Coinsurance Out-of-Pocket Maximum (Includes deductible and non-Rx copayments) – Individual/Individual plus one/Family ³	\$1,250 / \$2,500 / \$3,250	\$3,750 / \$7,500 / \$9,750 (3X in-network values)

4. Deductibles increase from \$200/\$400/\$600 to \$300/\$600/\$700
5. Out-of-pocket maximums increase from \$1,000/\$2,000/\$3,000 to \$1,250/\$2,500/\$3,250
6. Generic prescription copays (30-day/90-day) increase from \$6/\$12 to \$10/\$20