

## Summary of Administration Proposal to Faculty - 11-4-16

Below is a summary of the proposal made to the AAUP by management on November 4, 2016. It was made in response to the AAUP demand that any concessions must be connected to an extension of the existing collective bargaining agreement.

	<u>FY '18 Savings</u>	<u>FY '19 Savings</u>
- <b>Contract Extension:</b> <u>2 years</u> (through August 2019)	N/A	
- <b>Two Year Wage Freeze:</b> 2017-18 and 2018-19 ①	\$430,000	\$876,000
- <b>Rank Minima:</b> Set at the 75 <sup>th</sup> percentile of the national master's University benchmark	long term	long term
- <b>Faculty Development and Research Leaves:</b> No Development or research leaves for 2017-18 and 2018-19	\$280,800	\$280,800
- <b>Summer Fellowships</b> - No summer fellowships for 2017-18 and 2018-19	\$561,000	\$561,000
- <b>Travel Fund</b> -No travel fund for 2017-18 and 2018-19 ②	\$300,000	\$300,000
- <b>Increase in Normal Load</b> from 3 to 4 courses per semester beginning Spring 2017, with a corresponding increase in the number of preps from 2 to 3 (Willing to allow for some research reassignment time / TBD)	\$2,194,000 (+1/2 year savings 2016-17)	2,194,000
- Adjunct/Overload Rate reduction as follows:		
Professor	<u>For each (3) hour course</u> \$4,000	\$961,600
Associate Professor	\$3,600	\$961,600
Assistant Professor	\$3,200	
Instructor	\$2,800	
- <b>Health Benefits</b> - Mainstream bargaining unit health benefits premium sharing Effective January 1, 2017 ③	\$706,000 (+ \$394,000 savings 2016-17)	\$706,000
- <b>Benesave:</b> Eliminate \$550 employer Benesave contribution effective January 1, 2017	\$130,000	\$130,000
- <b>Employer Contribution to the Retirement Plan</b> - from 8.5% to 5.0%	<u>\$1,070,000</u>	<u>\$1,070,000</u>
<b>Total</b>	<b>\$6,633,400</b>	<b>\$7,079,400</b>

- **"60 day program development language"** - elimination of the Article XIII-D(3) language that requires a 60 day review period for major proposals requiring APC approval.

① Each 1% forgone wage = \$430,000; for purposes of this savings calculation only, the University is willing to assume 1% (FY '18) and 2% (FY '19)

② For purposes of this calculation, the University is willing to assume savings based upon the full amount paid this past year. We do so without prejudice to our position that the travel fund cap was mistakenly omitted from the current Agreement.

③ Medical savings based upon current enrollment / election options