**Academy for Academic Personnel Administration**

**Fall 2013**

**Round Table Report**

**1. Institution Information**

Name of Institution/System:

Bowling Green State University

Bowling Green OH

Name and Title of Individual Responding:

Bill Balzer

Vice President for Faculty Relations and Strategic Initiatives

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**2a. Description of Faculty Bargaining Unit(s) – Size and Composition**

All full-time faculty (approx. 800 members):

tenure track, tenured, and nontenure track

Main campus and regional campus (BGSU Firelands Colleeg)

Bargaining Agent:

BGSU Faculty Association (AAUP)

Date of First Contract:

May 1, 2013 – May 1, 2016

(with succeeding contract #2 May 1, 2016 – July 1, 2016)

Number of Succeeding Contracts:

**Web address of current contract:**

http://www.bgsu.edu/offices/provost/policies/file131682.pdf

**3. Activity Report (e.g., status of current agreement or negotiations, details of last contract settlement, etc.):**

Two years of on-again, off-again negotiations with new President and Provost was somewhat contentious, with acerbic communications by the faculty union leadership to all full-time faculty. The negotiations moved quickly during the last year with the inclusion of a mediator.

**4. Special or noteworthy happenings (e.g., relevant arbitration or court decisions, organizing campaigns, labor agency decisions, etc.)**

During the first year of the negotiation, Ohio “Senate Bill 5 (SB 5) was signed into law on March 31, 2011, by Governor John Kasich. It limited collective bargaining for public employee unions. That meant police officers, firefighters, teachers, and other public employees would not have been able to negotiate for healthcare benefits or pensions costs, though they could still bargain over some areas. It also allowed public employers to not bargain over wages and contained an array of [**changes**](http://www.lsc.state.oh.us/analyses129/11-sb5-129.pdf) to Ohio’s current laws, including many changes affecting teachers and school districts. After a statewide repeal campaign financed largely by labor unions, voters in the November 2011 general election supported repealing the law 62 percent to 38 percent.” (<http://stateimpact.npr.org/ohio/tag/sb-5/>)

Making it more challenging for BGSU was the disclosure that our General Counsel had contributed language to the bill (as had other GCs, but only ours was identified).

**5. Special happenings related to fiscal issues (e.g., salary reductions, health and dental insurance costs, reductions in force, early retirement programs, program consolidation or elimination, etc.):**

During the negotiations, declining enrollment led to the identification of the “BGSU 100,” or the number of faculty positions that would likely be eliminated at BGSU through resignations, retirements, and nonrenewal of contracts (i.e., nontenure track faculty). While the resulting number of positions eliminated was lower than forecast (i.e., 26 new positions, mostly tenure track, were approved), it added to the contentiousness of the negotiation.

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