

**The University of Akron  
Staff Employee Advisory Committee (SEAC)  
Minutes May 18, 2006**

Members:

<u>Name</u>	<u>Attendance</u>
Gary Beckman	Absent with Notice
Barbara Caillet	Resigned
Ginger Golz	Present
Ginger Gray	Resigned
Pam Hoover	Absent with Notice
Joy LiCause	Absent with Notice
Marcia Main	Present
Lori Morris	Absent with Notice
Jim Shuster	Present
Peggy Speck	Present
Laura Spray	Present
Bob Stachowiak	Present

Minutes of the April 20, 2006 meeting minutes were approved as presented.

Committee Reports:

Board of Trustees Meeting  
April 26, 2006

President Proenza's remarks:

The University Park Alliance was formed to revitalize 700 acres surrounding the University of Akron campus. This is a five year alliance commitment. The Spicer Village project will make improvements to properties and businesses and create additional residential areas. It is estimated that the projects of the alliance will bring 600 jobs to the area.

Recommendation that an Honorary Degree of Doctorate of Humane Letters be conferred upon Chairman of the Board, Dr. John A. Fink, at the August 2006 commencement. Dr. Fink was appointed to the Board of Trustees in July, 1997 and his term will expire July, 2006.

Approximately 150 university students volunteered in Mississippi to work on Hurricane Katrina relief projects. At least one Mississippi homeowner flies a University of Akron banner!

Four electrical engineering students took first place in the 2006 Student Lunar Construction Robotics competition held in Houston, TX. The students had their rover on display and presented a power point presentation showing the work involved with this project.

Renovation plans have been completed for the Student and Administrative Services Building in preparation for the move of Human Resources, Payroll and Business & Finance offices. This project was state funded.

The next Board Meeting will take place on Wednesday, June 21, 2006, with Executive session beginning at 8:00 am and public session at 10:00 am.

No other reports given due to time.

Old Business:

No update on elections available.

New Business:

May 18, 2006

Labor Relations presentation to S.E.A.C. by Sr. Assistant VP Sid Foster

- The total document/contract is not yet in final form and available on UA's website. When finalized/signed the contract will be linked to the Labor Relations website (<http://www.uakron.edu/busfin/elr/>). (AAUP has posted the contract to date at <http://www.akronaaup.org/>)
- Three unions represent workers on campus: AAUP (FT faculty); CWA (maintenance and food service workers); IATSE (stage and theatrical employees - small group in FAA, mostly PT employees)

Contract Overview of selected sections

Article 16 - Compensation

- 2006-07 – employees (most 9-month) compensation increase based on:
  - Performance – if satisfactory = 2% across board increase; If performance eligible can receive up to 2 ½% merit increase; If eligible can receive ½ % market equity adjustment.
- Actual cost of increase to UA is **not** 5%. Faculty agreed to changes in compensation for summer school and thesis advising. Actual cost to UA of '06-07 faculty increase estimated at about 2 ½ %.
- UA was near the bottom of a salary index/benchmark with various other institutions. Compensation was shifted from summer into 9-month pay. UA faculty now ranks in pay 3<sup>rd</sup> or 4<sup>th</sup> in state institutions.

- PT employees are not eligible for bargaining. UA has many PT faculty. Summer pay formula (which used to be 75% of 9-month salary) sets a flat rate per credit hour based on faculty rank. UA is evaluating what courses need to be taught to best serve students and how this can be accomplished in most economical manner. Attempting to have strict limits on student minimums per course (10 graduate & 12 UG for full pay). Classes with fewer students are either canceled or pay is to be calculated on small class formula to achieve consistent pay formula for FT and PT faculty. (Some PT faculty protested new pay scale so it may be that not all were informed of the compensation formulas prior to the beginning of the summer session. 13 of about 200 will receive reduced pay with current formula. – Post-meeting note: See UA E-Mail Digest - May. 19, 2006 for update.)
- Merit increases – Each department develops merit criteria, to be approved by faculty, department chair, dean and provost.
- Market adjustment – Some faculty are being paid less than peers. The contract contains a formula that considers pay at [Ohio public universities and other “benchmark” institutions](#) and current salary to address salary compression. (See Section 9 of Article 16.)
- Stipends – a one-time stipend payment may be paid to faculty if full-time student equivalent enrollment (FTE) increases according to formula (Section 10 of Article 16).
- Promotion raises (See Section 11, Article 16) – [the contract continues the practice of giving a set increase in salary for promotion](#) in rank.
- Stipend for grant activity – see Section 12
- Bonuses for prestigious awards – See Section 13.
- Bona fide offer increase – See Section 14 (UA may – but is not obligated to – increase salary to retain bargaining unit member who has receive written offer of employment elsewhere).
- Overload compensation – See Section 15 - was not consistently applied across UA. Rate now defined in contract and based on 12 credit hour *teaching* load only (other activities- advising, administration, etc. not applied toward overload).
- Dissertation and thesis supervision (Section 17) – for these activities, faculty may accumulate points toward release time.
- Distance and distributed learning (Section 18) Allows for more compensation for initial preparation (ex. 4 credit pay for 3 credit course).
- Many different formulas throughout contract that runs thru December 2009.

#### Article 17 Benefits

- Hospitalization available is the same for all UA employees.
  - (Anticipate a change in process for the next iteration of health care benefits. Using the Campus Well Being Committee is no longer operable. Anticipate a proposal from

administration to create a committee with “equal” representation from campus community. Look at representation from each bargaining unit, CPAC, SEAC and administration. Current bid provided a 2-yr quote from Medical Mutual and 1-year for HMOs.)

- Have multiple healthcare choices because of employees living outside of many coverage areas, ex. Wayne College personnel.
- Leave of absence – Prior to contract, there was no consistent administration of sick leave for faculty. (The average accumulated sick leave of bargaining faculty was 1551 hours.) No increase in accumulation or cashing out at retirement formulas, but contract does provide that sick leave will be charged for a continuous period beginning the first day of absence and continuing through return to work. (Ex.: Faculty member absent from teaching a class scheduled Monday/Wednesday would use 3 sick days, Mon, Tues & Wed.)
- Vacation – Only few faculty in the library are eligible for vacation.
- Department Chairs are now in administration and not bargaining unit members.
- New Adoptive and foster parent leave – 20 days paid leave (not sick leave) per child
- Special emergency leave – UA has the right to grant leave with or w/o pay in special circumstances; leave is approved/granted by BOT
- Child day care – Cost to faculty to be equal to UA’s cost to provide care, but no preference for placement.
- Tuition and fee reduction for employee, spouse and dependents – dependents as defined by IRS rules. (Anticipate that UA will enact the IRS determination of dependents rule for all tuition and fee reduction.) Spouse - must be legally married and excludes “relationships between persons not legally capable of making a marriage contract under Ohio law”.
- Reduced membership rates at SRWC – now in effect for all employees.

#### Article 28 Spousal hire

- Designed to address situation where desirable candidate has spouse who needs/wants employment. Rule applies only at time of initial hire and requires approval of Provost and notice to AAUP; applies only to national searches.

#### Miscellaneous

- 650 bargaining unit members represented by AAUP
- June 6 election for UAPD representation by FOP.
- No “me-too” clause in any of the bargaining unit contracts. Each unit negotiates independently.

Next S.E.A.C. meetings June 15, 2006 (10-noon in CH)