

Volume 18
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Dear Colleagues:

Happy October!

We are hearing a lot about proposed and actual changes across the university. We are being responsive and active and hope you can join us in keeping your Executive Committee or Chapter Council members informed about how post-SB 1 compliance work is impacting you. Or join us in the fight! There are plenty of ways to do so, including using your voice wherever you can!

The Trustees Have Set the Stage

I addressed the BOT on October 2nd on behalf of members, reminding everyone that academic freedom necessitates shared governance to function. After I did, the Trustees went into executive session for an extended time. When they returned, we learned they passed a series of new policies. I was not aware they'd pass all these policies this week. But they did anyway, despite the notice of potential consequences or issues it may raise. As of this writing, the policies have not been published, so we do not know precise details.

We do know the university will post new policies on:

- **Retrenchment**
- **Post-Tenure Review**
- **Annual Evaluation**
- **Curricular Process**

They are citing HB 86 and SB 1 as justification for overtaking each area of faculty working conditions; there was no consultation with faculty on any changes that we've heard of. The result: faculty no longer are guaranteed a role in curriculum. Additionally, when the contract expires, the university will give itself the right to restructure at will and retrench at will (assuming you don't have 35 years). This means they will be able to retrench tenured faculty without the need to let go of anyone else. And yes, that is the end of tenure as we know it.

And all this is happening in an environment of mass program closures and consolidations, exacerbated by a pandemic.

Despite all the unrest of the last years at Wright State, the faculty have grown the university and strengthened its reputation, improving by so many metrics! As thanks, we get new policies that seem to only function in relegating faculty's role in the university and its curriculum.

It's unsettling, and I wish it were brighter news.

Union Rights: Not as Strong, But Still Powerful in Ohio

Do we still have a union and is it worth being involved? We've heard this a lot – the answer is: YES! More now than ever, perhaps!

We still have our voice and power to push the higher education environment to a more positive, less hostile place.

Let's be clear; nothing in the law prohibits the university from meaningfully engaging faculty expertise to build its programs and curriculum. In fact, that's part of what we do for a living. There are universities doing that still in Ohio today – talking to faculty how we universities comply with the law and working together for positive solutions that don't dilute the mission and vision. The university has **always** had the right to say no to program suggestions or recommendations, and shared governance has **never** superseded those managerial rights.

Importantly, until members negotiate the next contract, you are all still **protected by the current CBA**. This means until our next contract in **Summer 2026**, you **preserve the rights** of the following articles: Retrenchment, Tenure, Annual Evaluation.

But when we negotiate the next contract under SB 1, we will lose some rights. The same happened when the legislature did the same over workload, if you recall.

SB 1 strips members from the rights to negotiate retrenchment, tenure, and annual evaluation (which are now protected during the duration of the contract). We anticipate the board's policies (still unposted as of Monday) to give us a sense of how the university will manage these areas.

But members will **maintain rights to negotiate** over key areas, including:

- Disciplinary issues and processes
- Academic leaves, parental leaves, and other leaves
- Academic Freedom
- Salary & Compensation
- Tuition Remission

- Other Benefits, including Insurance Premiums Increases

The AAUP-AFT will do all in its power to defend academic freedom and shared governance. As we go into negotiations this year, we will be strategizing to effectively strengthen the areas we have as we work to try to change the state-wide landscape.

What We're Doing...

Members of the Executive Committee are not waiting for negotiations to protect members.

Here is a list of current active grievances members have filed this semester so far and other actions our committee members have taken to support members.

- **FAR Revision Grievance (Article 11):** Our grievance officer filed a grievance October 2nd, challenging unilateral changes to Faculty Activity Report process in Watermark, which requires additional multi-page submissions beyond what was previously agreed. We were all surprised by these forms, and we hope we can resolve a more streamlined process as intended.
- **Discretionary Program Deactivation Policy Grievance & ULP Notification (Article 10/38):** Our lawyer has filed notice of intent to file a ULP and our grievance officer filed a grievance on Policy 1290. This grievance is against a new policy that allows administrative officers to close programs for any reason, going beyond SB 1's "low enrollment" metrics without negotiation (which is called for in Article 38).
- **Emeritus Faculty Email Access Grievance (Article 35):** We have already filed grievance regarding new restrictions on emeritus faculty email access, which impacts continued research opportunities for our valued colleagues. We want to also bring attention to the Senate's resolution, which recently passed in support of maintaining these services to faculty. This grievance attempts to act on those concerns. We make note of and support the Faculty Senate's resolution, which registered its concern over this issue last month.

How we're winning...

- **Fall Break Office Hours:** Members settled a grievance we were bringing to arbitration. As a result, faculty are not required to attend office hours during the upcoming Fall Break. **Enjoy your fall break OUTSIDE your empty office buildings!**
- **On October 2, we joined with OSA** by the student union for coffee and cookies. OSA signed up students interested in being engaged on campus, and we touched base with students and members. Thanks to all who participated, especially OSA leader Rochelle Woodson!
- **We had a great NTE promotion workshop** thanks to Michelle Cipriano! Thanks to her and those who attended!
- The latest Legislative WIN!
 - Judge William G. Young of the U.S. District Court for the District of Massachusetts ruled that the **Trump administration's policy of arresting, detaining, and deporting noncitizen students and faculty members for their pro-Palestinian advocacy violates the First Amendment**. Here's the ruling:

- <https://www.courtlistener.com/docket/69784731/261/american-association-of-university-professors-v-rubio/>
- AAUP is fighting for scientific research funding! Write to your legislators.
 - <https://www.aaup.org/about/programs/government-relations/fighting-science-and-research-funding>

Getting involved...

- **National AAUP Emails:** Please update your contact information with national AAUP to use your personal (non-university) email address for updates.
- We have a TET Promotion and Tenure Workshop, led by Vice President Volker Bahn on Friday, October 24, 3:00-5:00 pm, AAUP-WSU Conference Room, 324 Fawcett Hall. The Deadline for Candidates to Initiate P & T Process is March 9, 2026.
- **Go to Faculty Senate on October 13, 2:30p** and keep in touch with your Senators!
- **AAUP Ohio Conference (November 7-8):** The chapter is sponsoring members to attend. **Respond via email if you're interested in attending to learn about statewide SB 1 updates. This meeting will have important updates on how we can fight back!**
- Nominations are closing soon for AAUP-AFT-EC and Chapter Council elections. If you are interested, **email Volker ASAP.**
- **Join our Slack workspace** for real-time updates (use non-university email). Make sure your AAUP emails (National and ours) are being sent to non-institutional email addresses
- Union Organizing should involve everyone, so make sure to look for opportunities to learn more about organizing. If you want to lead, reach out! We're happy to help you find a way!
 - Participate in Core Skills Training to help organize around issues here at Wright State: October 24 and 25 on Zoom. Find out more through Organize Every Campus!
 - <https://www.organizeeverycampus.org/>

Thank you for your continued support of our collective efforts to protect faculty rights and shared governance.

Solidarity always,

Megan