

**rom:** Meyer, Cheryl L. <[cheryl.meyer@wright.edu](mailto:cheryl.meyer@wright.edu)>

**Sent:** Wednesday, May 20, 2020 11:09 PM

**To:** McNamara, Gretchen L. <[gretchen.mcnamara@wright.edu](mailto:gretchen.mcnamara@wright.edu)>; McIlvenna, Noeleen <[noeleen.mcilvenna@wright.edu](mailto:noeleen.mcilvenna@wright.edu)>; Rubin, Robert E. <[robert.rubin@wright.edu](mailto:robert.rubin@wright.edu)>; Martin, John A <[john.a.martin@wright.edu](mailto:john.a.martin@wright.edu)>; Rooney, Thomas P. <[thomas.rooney@wright.edu](mailto:thomas.rooney@wright.edu)>; Leaman, Douglas W <[douglas.leaman@wright.edu](mailto:douglas.leaman@wright.edu)>; Mickey-Boggs, Shari <[shari.mickey-boggs@wright.edu](mailto:shari.mickey-boggs@wright.edu)>; Sample, Gregory P. <[gregory.sample@wright.edu](mailto:gregory.sample@wright.edu)>; Kawosa, Burhan <[burhan.kawosa@wright.edu](mailto:burhan.kawosa@wright.edu)>; Meyer, Cheryl L. <[cheryl.meyer@wright.edu](mailto:cheryl.meyer@wright.edu)>; Edwards, Sue <[susan.edwards@wright.edu](mailto:susan.edwards@wright.edu)>

**Subject:** MOUs

Dear AAUP EC,

Pursuant to our recent discussions, this email is to confirm that we will be commencing mid-term bargaining at our meeting on Thursday. As you know from the financial information that has been shared, the need for immediate mid-term bargaining stems from the exigent circumstances created by the COVID-19 pandemic and the enormous financial impacts of same, including but not limited to lower enrollment, loss of revenues, ongoing structural deficits, and the recent action by the Ohio legislature to cut State support for Ohio public institutions of higher education.

For your consideration, attached is an outline of topics to be discussed tomorrow as well as proposed MOU's regarding these topics.

Sincerely,

Cheryl

Cheryl L. Meyer, J.D., Ph.D.  
Author of *Explaining Suicide*.

[The MOUs were attached]

**From:** McNamara, Gretchen L. <[gretchen.mcnamara@wright.edu](mailto:gretchen.mcnamara@wright.edu)>

**Sent:** Thursday, May 21, 2020 8:59 AM

**To:** Meyer, Cheryl L. <[cheryl.meyer@wright.edu](mailto:cheryl.meyer@wright.edu)>; McIlvenna, Noeleen <[noeleen.mcilvenna@wright.edu](mailto:noeleen.mcilvenna@wright.edu)>; Rubin, Robert E. <[robert.rubin@wright.edu](mailto:robert.rubin@wright.edu)>; Martin, John A <[john.a.martin@wright.edu](mailto:john.a.martin@wright.edu)>; Rooney, Thomas P. <[thomas.rooney@wright.edu](mailto:thomas.rooney@wright.edu)>; Leaman, Douglas W <[douglas.leaman@wright.edu](mailto:douglas.leaman@wright.edu)>; Mickey-Boggs, Shari <[shari.mickey-boggs@wright.edu](mailto:shari.mickey-boggs@wright.edu)>; Sample, Gregory P. <[gregory.sample@wright.edu](mailto:gregory.sample@wright.edu)>; Kawosa, Burhan <[burhan.kawosa@wright.edu](mailto:burhan.kawosa@wright.edu)>; Edwards, Sue <[susan.edwards@wright.edu](mailto:susan.edwards@wright.edu)>

**Subject:** Re: MOUs

Cheryl,

We have received the administration's proposals and as you know they collectively are much larger in scope than your team has indicated in the last four Faculty Leadership meetings we have shared with you and the Senate leadership over the last three weeks. There are multiple things to be done before we can respond, including communication with our larger EC team, our general counsel, and our membership. Just Monday of this week you seemed hesitant to bring up potential pay cuts, framed them as potentially voluntary,

and have verbally limited the scope of today's discussion in our most recent conversation mid-day yesterday to Appendix J, Voluntary Separation, and Pay Cuts. And now, only a half a day past our last meeting, you have seven different proposals with grave financial consequences for our members. We will need more than the few hours available to us this morning to investigate and respond to these proposals. So we will be unable to meet at 11am.

We understand the University faces tough choices and we want to partner with you. **We remain willing to memorialize in an MOU an extension of the Appendix J deadline, if the University will agree to an MOU on minimum summer pay for BUFMs (sent yesterday late afternoon) and, as expressed yesterday, could do that by end of day.**

As President Edwards approached us on April 30 about working together to re-imagine Wright State and three weeks later the University presented the economic proposals, we expect you will understand that it may take us longer than three weeks to consider and research the ramifications for our membership and the students we teach, given that we are now scattered for summer and planning to teach in the Fall by up to three different mediums. We mean in good faith to continue to partner with you in the re-imagining endeavor.

If you agree to the above (Appendix J/Summer Pay), we will take some time to consider the remaining proposals and to suggest other ways to save the University money. Should we fail to find agreement on the remaining MOU proposals, **our current CBA and Successor Agreement remain in effect until the end of 2023.** We will get back to you as soon as we can. Please anticipate in the meantime that we will be making more information requests to assist us in this process. A timely response will be appreciated.

Best,  
Gretchen

**From:** Meyer, Cheryl L. <[cheryl.meyer@wright.edu](mailto:cheryl.meyer@wright.edu)>

**Sent:** Thursday, May 21, 2020 2:00 PM

**To:** McNamara, Gretchen L. <[gretchen.mcnamara@wright.edu](mailto:gretchen.mcnamara@wright.edu)>; McIlvenna, Noeleen <[noeleen.mcilvenna@wright.edu](mailto:noeleen.mcilvenna@wright.edu)>; Rubin, Robert E. <[robert.rubin@wright.edu](mailto:robert.rubin@wright.edu)>; Martin, John A <[john.a.martin@wright.edu](mailto:john.a.martin@wright.edu)>; Rooney, Thomas P. <[thomas.rooney@wright.edu](mailto:thomas.rooney@wright.edu)>; Leaman, Douglas W <[douglas.leaman@wright.edu](mailto:douglas.leaman@wright.edu)>; Mickey-Boggs, Shari <[shari.mickey-boggs@wright.edu](mailto:shari.mickey-boggs@wright.edu)>; Sample, Gregory P. <[gregory.sample@wright.edu](mailto:gregory.sample@wright.edu)>; Kawosa, Burhan <[burhan.kawosa@wright.edu](mailto:burhan.kawosa@wright.edu)>; Edwards, Sue <[susan.edwards@wright.edu](mailto:susan.edwards@wright.edu)>

**Subject:** RE: MOUs

Gretchen,

We acknowledge that the AAUP postponed this morning's scheduled meeting saying it needs more time to review the University's midterm bargaining proposals. As the AAUP had specifically requested to receive all of the proposed MOUs before the scheduled

meeting, in the interest of openness and transparency, we provided drafts of all of the administration's proposed options for the AAUP to review. We were prepared to discuss them openly in today's scheduled meeting so that together, we could find a way forward to address the drastic fallout and revenue loss that the pandemic has wreaked upon the University as well as across the state. There were several items that we could have continued to discuss productively today because they have been discussed previously. As we both know, other state institutions are working with their unions to address the same or similar problems that we are facing. A currently projected drastic decline in overall enrollment of approximately 22% (excluding M.D.s), coupled with an expected 20% drop in state support, makes the problems all the more acute and urgent for Wright State University.

As members of our team have explained in several previous meetings with the AAUP, time is a critical factor in the process of finding the necessary savings to put a realistic budget in place for the University to avoid a financial crisis. Enlisting the AAUP to assist the University in contributing towards University-wide austerity measures is an integral part of the time-sensitive process in accomplishing that goal. Unfortunately, time is of the essence, so we cannot wait three weeks before engaging in discussions about how the AAUP can best contribute toward a solution. To the contrary, we have a very short timeline to conduct and conclude the midterm bargaining process.

We need to discuss the options that have been presented so that we know which proposed measures the AAUP finds acceptable or not acceptable for its membership so that the University can establish its budget for FY 21 and beyond. It is essential to conclude negotiations on these proposals no later than June 15, 2020, so that the administration has sufficient time to review the University's financial situation in light of these negotiations and submit a budget to the Board of Trustees for FY 21 and a budget reduction plan for the next three fiscal years. The University is willing to meet with the AAUP as frequently as it takes and for as long as necessary within the indicated time frame to conduct these negotiations in an attempt to reach a negotiated solution.

Shannon Norton will be contacting you Friday to schedule our next meeting(s). I look forward to hearing from you on setting a date for early next week to commence negotiations on the options that we have provided pursuant to your request. We also welcome setting a series of meetings over the course of the next three weeks to assist us in this process.

Best,

Cheryl

**From:** McNamara, Gretchen L. <[gretchen.mcnamara@wright.edu](mailto:gretchen.mcnamara@wright.edu)>

**Sent:** Thursday, May 21, 2020 4:18 PM

**To:** Meyer, Cheryl L. <[cheryl.meyer@wright.edu](mailto:cheryl.meyer@wright.edu)>; McIlvenna, Noeleen <[noeleen.mcilvenna@wright.edu](mailto:noeleen.mcilvenna@wright.edu)>; Rubin, Robert E. <[robert.rubin@wright.edu](mailto:robert.rubin@wright.edu)>; Martin, John A <[john.a.martin@wright.edu](mailto:john.a.martin@wright.edu)>; Rooney, Thomas P. <[thomas.rooney@wright.edu](mailto:thomas.rooney@wright.edu)>; Leaman, Douglas W <[douglas.leaman@wright.edu](mailto:douglas.leaman@wright.edu)>; Mickey-Boggs, Shari <[shari.mickey-boggs@wright.edu](mailto:shari.mickey-boggs@wright.edu)>; Sample, Gregory P. <[gregory.sample@wright.edu](mailto:gregory.sample@wright.edu)>; Kawosa, Burhan <[burhan.kawosa@wright.edu](mailto:burhan.kawosa@wright.edu)>; Edwards, Sue <[susan.edwards@wright.edu](mailto:susan.edwards@wright.edu)>

**Subject:** Re: MOUs

Cheryl,

Earlier this morning we acknowledged receipt of the draft MOUs. We recognize that we requested language in advance of our scheduled Web-X meeting to avoid the immediate need to sign off the meeting and caucus. You met that expectation when you sent the 8 documents last night after 11pm. Had your proposals been limited in scope to our verbal discussions as we expected, we would have been able to meet today at 11 am, only 12 hours later, without hesitation. They were, however, much larger in scope, and they require consultation with our leadership and membership. I think you can understand that we would need similar time to evaluate and respond as your team has had to develop and draft these MOUs. Cheryl, on Monday you said you had nothing but Appendix J, Voluntary Separation, and then brought up Pay Cuts as an extension of an earlier brainstorming session, which I would like to remind you, were NOT negotiation sessions. It is disingenuous to put forth so many proposals asking for significant concessions and then demand immediacy to respond.

In the spirit of collaboration, we requested an explanation of the research accounting on May 8, so that we could help the University find the savings they need. Noeleen's email to Ellen Friese has not been acknowledged, let alone have answers been forthcoming. We await the WSARC 990 for 2019. We have also requested the Staffing Analysis Report, or the equivalent data, and have not received a response. Without transparency on the University's part and the magnitude of your request, we need to fully understand the impact of changes outside of the bargaining unit in order to launch negotiations.

Most of what you have presented disintegrates the very strength of our shared contract which is designed to protect the academic mission of our institution. We have made it clear in what we have shared in the very same discussions with you and Senate Leadership that our priority is to preserve academics which requires at a minimum a significant reduction of spending and/or stripping away completely all other non-essential elements that fall outside the academic mission. We will need to see the financial impact of THOSE measures before we would agree to bargain over the cuts to the contract you put forth, most of which would result in massive financial, professional, and personal hardships for our members. Not a year and a half ago we fought for the reduced provisions of this contract and they aren't going to be easily eroded further, even temporarily.

You asked for knowledge of which proposed measures the AAUP finds acceptable for their membership so you would know how to move forward with your budget planning for FY21

and beyond. At this moment the only Draft MOU language we find acceptable is the language regarding extending the deadline to Appendix J. We have asked for it in exchange for minimum salary adjustments for summer teaching to match that which a college Dean pays an adjunct if pay calculations fall below a given adjunct rate. We spoke of this exchange briefly on Monday and again on Wednesday, and it was not met with resistance. Both sides also verbally agreed it would effect only a few. As articulated in my initial response, we are ready to move forward with that exchange today.

We will never agree to suspend Article 37 of the CBA.

Gretchen

**From:** Meyer, Cheryl L. <[cheryl.meyer@wright.edu](mailto:cheryl.meyer@wright.edu)>

**Sent:** Friday, May 22, 2020 2:49 PM

**To:** McNamara, Gretchen L. <[gretchen.mcnamara@wright.edu](mailto:gretchen.mcnamara@wright.edu)>; McIlvenna, Noeleen <[noeleen.mcilvenna@wright.edu](mailto:noeleen.mcilvenna@wright.edu)>; Rubin, Robert E. <[robert.rubin@wright.edu](mailto:robert.rubin@wright.edu)>; Martin, John A <[john.a.martin@wright.edu](mailto:john.a.martin@wright.edu)>; Rooney, Thomas P. <[thomas.rooney@wright.edu](mailto:thomas.rooney@wright.edu)>; Leaman, Douglas W <[douglas.leaman@wright.edu](mailto:douglas.leaman@wright.edu)>; Mickey-Boggs, Shari <[shari.mickey-boggs@wright.edu](mailto:shari.mickey-boggs@wright.edu)>; Sample, Gregory P. <[gregory.sample@wright.edu](mailto:gregory.sample@wright.edu)>; Kawosa, Burhan <[burhan.kawosa@wright.edu](mailto:burhan.kawosa@wright.edu)>; Edwards, Sue <[susan.edwards@wright.edu](mailto:susan.edwards@wright.edu)>

**Subject:** RE: MOUs

Gretchen,

In reference to your last communication, please note that the University is no longer interested in pursuing an MOU on Appendix J. As that was an attempt to offer your members an extended time to avail themselves of a phased retirement opportunity even though the April 1, 2020 deadline for Fall Semester teaching had passed, and the union seeks to obtain further monetary benefits at a time when the University must find ways to spend less money, the University is constrained to allow the terms of Appendix J to stand. Therefore, those BUFMs who wish to pursue a phased retirement will be governed by the existing timelines and time frames specified in Appendix J, meaning those wishing to pursue a phased retirement will need to wait until the next eligibility cycle to pursue continued teaching after retirement.

Please remove the MOU on Appendix J from the list of options that the University is proposing for your members' consideration. As has been stated several times, however, the University wants to proceed as soon as possible with discussions regarding other options represented in the MOUs that were sent to you on Wednesday. It cannot be overemphasized that discussions with AAUP on finding a way for the AAUP to contribute to the University's budget austerity measures and budget planning are critical. These discussions must be completed by June 15, 2020 in order for the University to construct its FY 21 budget and for the budgets for the next three years to address the pandemic fallout.

Shannon Norton will be reaching out to you later today to find mutually available times.  
Cheryl

**From:** McNamara, Gretchen L. <[gretchen.mcnamara@wright.edu](mailto:gretchen.mcnamara@wright.edu)>

**Sent:** Friday, May 22, 2020 5:42 PM

**To:** Meyer, Cheryl L. <[cheryl.meyer@wright.edu](mailto:cheryl.meyer@wright.edu)>; McIlvenna, Noeleen <[noeleen.mcilvenna@wright.edu](mailto:noeleen.mcilvenna@wright.edu)>; Rubin, Robert E. <[robert.rubin@wright.edu](mailto:robert.rubin@wright.edu)>; Martin, John A <[john.a.martin@wright.edu](mailto:john.a.martin@wright.edu)>; Rooney, Thomas P. <[thomas.rooney@wright.edu](mailto:thomas.rooney@wright.edu)>; Leaman, Douglas W <[douglas.leaman@wright.edu](mailto:douglas.leaman@wright.edu)>; Mickey-Boggs, Shari <[shari.mickey-boggs@wright.edu](mailto:shari.mickey-boggs@wright.edu)>; Sample, Gregory P. <[gregory.sample@wright.edu](mailto:gregory.sample@wright.edu)>; Kawosa, Burhan <[burhan.kawosa@wright.edu](mailto:burhan.kawosa@wright.edu)>; Edwards, Sue <[susan.edwards@wright.edu](mailto:susan.edwards@wright.edu)>

**Subject:** Re: MOUs

Cheryl,

Before we schedule any additional meetings, we need to discuss process. Yesterday, President Edwards issued an announcement that stated that the administration was “proposing mid-term bargaining” with the AAUP-WSU. We have repeatedly stated to you that we will consider this, but have **never** agreed to open up the contract for negotiations. Before we proceed any further, it is critical to the AAUP-WSU that you acknowledge to us your understanding that, if we meet to discuss your proposed MOUs and do not reach an agreement, that the current CBA and Successor Agreement remain in effect, including Article 37.

At this time, we are still waiting for a response to a number of requests for financial information. As you know, on Wednesday we did a presentation, including a full PowerPoint, regarding the enormous expenditures that continue to be made for athletics. We have also provided a long list of other suggestions to help reduce non-essential expenditures, including Double Bowler and WSARC. We look forward to proposals from you which address these non-academic expenditures which, we believe, are not essential to the preservation of the academic mission of the University.

While the pandemic has certainly affected the University’s finances, we disagree that the University’s financial challenges are solely (or even primarily) the result of the pandemic. The budgeting process, especially as it relates to non-academic endeavors, has been problematic for years.

Article 17, as written, provides a mechanism for financial relief but only under certain circumstances, and only in accordance with specific procedures. We certainly do not want the University to have to declare financial exigency, but believe that this route is preferable to many of the MOUs you have proposed.

Again, what makes the most sense is to partner with us, but that can only happen if you work with us in good faith. Good faith requires that you confirm your understanding that the CBA is enforceable and that any amendments to the CBA have to be agreed to in accordance with Article 37.

We are willing to convene next week to discuss your proposals. We have heard from Shannon regarding our availability and will be responding. We do not need you to timeline to be

continually reiterated. We have heard you on that point. In the meantime, please confirm your good faith in writing.

Best,  
Gretchen

**Edwards, Sue**

**Fri 5/22/2020 5:42 PM**

To: McNamara, Gretchen L.; Meyer, Cheryl L.; McIlvenna, Noeleen; Rubin, Robert E.; Martin, John A; Rooney, Thomas P.; Leaman, Douglas W; Mickey-Boggs, Shari; Sample, Gregory P.; Kawosa, Burhan  
Cc: **George S. Crisci** <[gsc@zrlaw.com](mailto:gsc@zrlaw.com)>

FYI

Susan L. Edwards  
President  
Wright State University  
Ph:(937) 775 2312

Please excuse any typing errors this message was sent from my phone.

**Crisci, the external Counsel, hit reply all and made his attorney-client privilege protected statement**

**Then:**

**George S. Crisci** <[gsc@zrlaw.com](mailto:gsc@zrlaw.com)>  
**Fri 5/22/2020 5:49 PM**

Edwards, Sue; McNamara, Gretchen L.; Meyer, Cheryl L.; McIlvenna, Noeleen +7 others

George S. Crisci would like to recall the message, "MOUs".

FIVE DAYS LATER:

Meyer, Cheryl L.

Wed 5/27/2020 1:02 PM

To: McNamara, Gretchen L.; McIlvenna, Noeleen; Rubin, Robert E.

+7 others

Gretchen,

Your points are noted.

Our timeline urgency is simply seated in the University's FY21 budget process, which must be finalized and presented to the Board in June. Having an understanding of whether certain MOUs that will result in necessary cost reductions can be incorporated into the operating plan is critical to the budget for the upcoming academic year. This information likewise is critical in the University's effort to develop and implement a three year cost reduction plan vital to stabilizing the University's finances.

And please know, as we've shared previously in our informational meetings, the administration is reviewing all auxiliary functions with respect to how they fit into a going forward sustainability plan. By example, it's been shared that efforts are underway to discontinue Double Bowler and several models are being reviewed around athletics, including some suggestions made by the AAUP during last Wednesday's presentation to us. Please understand, however, that how the University deals with these operations is within the university's managerial discretion. They are not proper subjects for collective bargaining. The University will not submit "proposals" that address these operations nor will the University trade-off eliminating or downsizing these programs in exchange for cost reductions or operational streamlining from the AAUP. Please also understand if the University eliminated or downsized all or some of these operations, the University still would be seeking the same amount of cost reductions and operational changes from the AAUP.

In response to the AAUP's stated unwillingness to participate in mid-term bargaining until it understands fully the University's cost reduction and operational reorganizational proposals, the University is willing to participate in informational meetings where we will assist the AAUP bargaining team in gaining that understanding.

The AAUP also has asked that we discuss process, specifically, whether the current CBA and successor agreement will remain in effect if the parties do not reach an agreement on the University's midterm bargaining proposals, adding that good faith requires confirmation of that acknowledgement. **The University disagrees with the AAUP's asserted requirement for good faith bargaining. One way the University satisfies its obligation to bargain in good faith is to bargain to ultimate impasse, at which point the University may implement unilaterally it's last, best and final offer. That is true both in negotiations for a successor agreement or in midterm negotiations.** [My bold]

All that said above we remain available to meet and appreciate your stated willingness to meet this week. We've not yet received specific dates and times and will make ourselves available to meet with you at times convenient to your schedule.



Best-Cheryl

Cheryl L. Meyer, J.D., Ph.D.

McNamara, Gretchen L.

**Thu 5/28/2020 12:18 PM**

To: Meyer, Cheryl L.; McIlvenna, Noeleen; Rubin, Robert E.; Martin, John +6 others

Cheryl,

The AAUP-WSU has not, and does not plan to enter into “mid-term bargaining” with the University. We disagree with your assertion that our contract can be altered by the University without mutual consent from AAUP-WSU as detailed in CBA Article 37. We also disagree with your assertion that you can impose a contract on us without first being engaged in bargaining, established by mutual consent, through established ground rules.

The AAUP-WSU does not agree with your assertion that regardless of the degree of cuts to entities outside of the academic mission (Athletics, Double Bowler, WSARC, and/or other auxiliaries) that there remains an equal need for financial concessions from our Bargaining Unit. Our position from the beginning of our informal discussions with you has been that when we see the University making serious changes to spending on non-academic and non-core university business and we see the financial outcomes of those changes, that we will then consider the possibility of reevaluating the administration’s characterization of the university’s financial position. Our use of the word ‘proposal’ was not meant to cloud your perception of our understanding of the scope of our authority. We have always and will continue to address contractual issues through appropriate timelines and processes.

The AAUP-WSU disagrees with the University’s assertion that exigent conditions exist. However, if they do, the University and AAUP-WSU have already negotiated the terms regarding exigent financial conditions. Those terms are clearly articulated in Article 17, Retrenchment.

Finally, the AAUP-WSU disagrees with the urgency and your repeatedly stated arbitrary June 15, 2020 deadline for the following reasons:

- Last year, the Fiscal Year 2020 budget was not approved by the board until August 15, 2019 due to “several outstanding policy and legislative developments that could be determined in the next sixty (60) days.”
- The Ohio General Assembly has not yet established the Higher Education Fiscal Year 2021 Budget
- The United States Congress is considering the HEROES Act, which would give considerable funding to colleges and universities.
- We disagree with your assertion that Covid-19 has created a budgetary crisis that must be addressed immediately. There are still too many unknowns to consider making aggressive financial cuts to the academic mission.

We are glad you claim financial losses from external, non-academic entities are being addressed; however, we believe that until we see specific evidence of decisions in this regard by the Board of Trustees, that the University will potentially make grave and irrevocable mistakes, through cuts to the academic mission, that will inhibit recruitment, retention, and relationship development.

Best,

Gretchen

**RE: MOUs**

Meyer, Cheryl L. <cheryl.meyer@wright.edu>

Sat 5/30/2020 6:24 PM

To:

McNamara, Gretchen L. <gretchen.mcnamara@wright.edu>; McIlvenna, Noeleen <noeleen.mcilvenna@wright.edu>; Rubin, Robert E. <robert.rubin@wright.edu>; Martin, John A <john.a.martin@wright.edu>; Rooney, Thomas P. <thomas.rooney@wright.edu>; Leaman, Douglas W <douglas.leaman@wright.edu> Mickey-Boggs, Shari <shari.mickey-boggs@wright.edu>; Sample, Gregory P. <gregory.sample@wright.edu>; Kawosa, Burhan <burhan.kawosa@wright.edu>; Edwards, Sue <susan.edwards@wright.edu>

Gretchen,

Your May 22 communication affirmed that the AAUP-WSU has "repeatedly stated" you would consider entering into mid-term bargaining. The latest communication now states you do not plan to enter into midterm bargaining. We hope your earlier commitment to consideration has not changed. We continue to desire a dialogue around all these issues. To the degree the AAUP-WSU desires more information outside of any formal bargaining we have also offered to conduct further informational meetings and that offer remains open.

There is no administrative "characterization" of the university's financial position. University finances are audited on an annual basis. Those audits and current financial statements are readily available. As has been shared many times over our enrollment has declined year over year the past 5 years resulting in significant revenue declines. All independent, academically accepted, forward looking projections underscore a continued decline in high school graduation rates. Added to that is the uniformly accepted reality that Ohio higher education capacity is "overbuilt". The AAUP-WSU has easy access to conversations among its' members at other Ohio institutions and understands these external factors demonstrate why Wright State has been conducting program reviews as a basis for formulating a long-term restructuring plan. We have been proceeding in a manner similar to all our peers.

All those planning efforts were disrupted by the current pandemic as the COVID-19 situation exacerbated the underlying problem and created a budgetary crisis. That is the fundamental underlying reason we're in communication with each other at this very point in time. The timeline under which we were originally pursuing a restructuring has been upended. Suggestions of awaiting decisions around state and federal funding sources is not practical. The state has formally notified us funding is going to be cut and federal help, if offered, will be one-time. Our problem is a structural problem. Unknowns exist in every budget cycle and why, as an industry standard, items are referenced as "anticipated sources of revenue" in budget planning. We are in almost daily contact with our state and federal delegations and are building the budget based upon the latest information available. As it relates to ameliorating the current year's deficit our campus community has rallied and worked feverishly over the last 45 days to curb spending and end the year with a balanced budget. All understand the situation at hand and that the next few years are now going to bring deficit spending as we rightsize university operations. Our reserves are crucial and the more we save now the longer our cash reserves provide a runway to restructure operations while stabilizing and growing revenue.

The university has an obligation to present a formal budget to the Board of Trustees and have it approved prior to July 1, the beginning of the next fiscal year. The budget presentation is scheduled for June 19, 2020 as displayed on the Board of Trustees meeting schedule.

Last year, at the June 14, 2019 meeting, the Board rescheduled the budget presentation to a later date. Then at the June 21 meeting, the Board authorized an interim current funds budget for the period of July 1, 2019 through August 16, 2019. A revised budget incorporating more conservative enrollment numbers was approved by the Board on August 15, 2019. The determination to approve an interim budget and request a revised budget was made by the Board and not the university.

Unless directed by the Board to do otherwise, we have an obligation to present a formal budget at the scheduled meeting on June 19<sup>th</sup> for their approval. Our June 15<sup>th</sup> deadline is not arbitrary. The longer we wait after July 1 to implement cost reductions, the deeper the cuts will be on a percentage basis as we attempt to reduce the same amount of money over a shorter time period. That unsatisfactory outcome reinforces the need to approve and implement ASAP a budget that includes the essential cost reductions.

We again offer an open invitation to constructive dialogue whether it be through bargaining or information sharing and would ask the AAUP-WSU to engage in the effort.

Best-Cheryl

## Re: MOUs

McNamara, Gretchen L. <gretchen.mcnamara@wright.edu>

Sun 5/31/2020 9:10 PM

To: Meyer, Cheryl L. <cheryl.meyer@wright.edu>; McIlvenna, Noeleen <noeleen.mcilvenna@wright.edu>; Rubin, Robert E. <robert.rubin@wright.edu>; Martin, John A <john.a.martin@wright.edu>; Rooney, Thomas P. <thomas.rooney@wright.edu>; Leaman, Douglas W <douglas.leaman@wright.edu>; Mickey-Boggs, Shari <shari.mickey-boggs@wright.edu>; Sample, Gregory P. <gregory.sample@wright.edu>; Kawosa, Burhan <burhan.kawosa@wright.edu>; Edwards, Sue <susan.edwards@wright.edu>

Cheryl,

Your message has been received.

Gretchen

Gretchen L. McNamara, D.M.A.  
Senior Lecturer of Music, Trombone and Music Education  
AAUP-WSU, Chief Negotiator

CAC-093C  
513-460-3054