

## Clarification to Collective Bargaining Agreement

Questions have arisen regarding the status of Faculty Administrators (FADs) on administrative or faculty improvement leaves. If the FADs are on leave, do they still have administrative responsibilities, or is this individual a non-administrator and more appropriately a bargaining unit faculty member? Specifically, Dr. Cindy Miglietti, Chair of Applied Sciences, is on Fulbright leave during the fall 2013 semester and will return to her position at the end of her semester leave. During this period she may be consulted regarding administrative issues for the Department of Applied Sciences. Dr. Gary Lee, former chair of Sociology, is on administrative leave for the fall 2013 semester and is scheduled to return to the faculty at the end of his semester leave. During this period he will have no formal administrative duties associated with the Department of Sociology.

According to the Collective Bargaining Agreement, the bargaining unit shall include all full-time faculty at the Bowling Green and Firelands campuses of Bowling Green State University, including librarians holding the faculty rank. Excluded from the bargaining unit are the President; Vice Presidents; Deans; Assistant Deans and Associate Deans of Colleges; Assistants to the President and Vice Presidents; statutory division heads and department heads; part-time faculty; contract professional employees; supervisory employees; and all other employees of the University. (Article 2, Section 2). The contract does not address the status of FADs who are on administrative or faculty improvement leaves.

Following a discussion between the BGSU-FA Contract Administrator and the Vice President for Faculty Affairs and Strategic Initiatives, we agree to the following:

- FADs on administrative or faculty improvement leaves who are scheduled to return to their FAD position at the end of the leave will continue to be regarded as FAD and not bargaining unit faculty members.
- FADs on administrative or faculty improvement leaves who are scheduled to return to the faculty at the end of the leave will be regarded as bargaining unit faculty members at the beginning of their leave.

We agree that this clarification to the collective bargaining agreement is appropriate and in the best interest of the BGSU-FA and University.

  
Sandra Faulkner  
Contract Administrator and Grievance Officer  
BGSU-FA

9/9/13  
Date

  
William Balzer  
Vice President for Faculty Affairs and Strategic Initiatives  
BGSU

9/9/13  
Date

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