MIAMI UNIVERSITY
OXFORD, OH • EST. 1809

BOARD OF TRUSTEES
ROUDEBUSH HALL ROOM 212
OXFORD, OHIO 45056
(513) 529-6225 MAIN
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Miami University Board of Trustees
Special Meeting
200 Civic Center Drive, Columbus, Ohio, 43215
Enter through the 12th floor offices of BakerHostetler
1:00 p.m., Wednesday, August 5, 2026
The meeting was also streamed via a public Zoom link

The Secretary to the Board of Trustees confirms that as specified in the Regulations of the Board of Trustees of Miami University, in compliance with Section 121.22 of the Ohio Revised Code, due notice was given prior to holding this meeting of the Board of Trustees.

The meeting was called to order at 1:00 p.m. with Chair Mary Schell presiding. Roll was called with a third of the Trustees physically present and a majority of Trustees present in-person or remotely, constituting a quorum. In addition to the Trustees, members of the President's Executive Cabinet attending for all or part of the meeting were President Greg Crawford; Provost Trent Gould; Senior Vice President David Creamer; Vice Presidents Jessica Palatka, Jessica Rivinius, Amy Shoemaker; interim Vice President Rick Page, and David Seidl; Senior Advisor to the President Brent Shock; and Ted Pickerill, Chief of Staff, and Secretary to the Board of Trustees; Negotiating team member, Associate Vice President Dawn Fahner was also present

Roll call of Trustees:

Present:	Steve Anderson (Remote)	Zachary Haines (Remote)
	Trustees Ryan Burgess (In Person)	Beth McNellie (In Person)
	Bill Darling (In Person)	Lisa Peterson (In Person)
	Deborah Feldman (Remote)	Mary Schell (In Person)

Note: Due to technical difficulties, several Trustees were remotely viewing the public portions of the meeting, but were not promoted into the Panel to participate. All votes taken had a quorum of Trustees present and participating on the Panel. The following Trustees were not present in the starting Panel, and arrived after the call of roll:

Bill Ebbing (Remote)
Rick McVey (Remote - National Trustee)
Dinesh Paliwal (Remote - National Trustee)

Absent: National Trustee Dave Defoe, and Student Trustees Arushi Agrawal and Madison Repass

Public Business Session

Executive Session

Trustee McNellie moved, Trustee Burgess seconded, and by unanimous roll call vote, with eight voting in favor and none opposed, the Board convened to Consult with Counsel, and to consider negotiations with public employees, as provided by the Open Meetings Act, Ohio Revised Code Section 121.22.

Return to Public Session

Resolution

Collective Bargaining Agreement with University Librarians (FAM-L)

The resolution was presented and Trustee Burgess moved, Trustee McNellie seconded, and by roll call vote the resolution was unanimously approved, with five voting in favor and none opposed.

Adjournment of Meeting

With no other business to come before the Board, Trustee Peterson moved, was seconded, and by unanimous roll call vote, with five voting in favor and none opposed, the Board meeting adjourned at 1:30 p.m.

T. O. Pickerill II
Secretary to the Board of Trustees

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August 5, 2026
Special Meeting

RESOLUTION R2027-01

WHEREAS, duly authorized representatives of Miami University management and the Faculty Alliance of Miami - Librarians (FAM-L AAUP-AFT) have engaged in collective bargaining negotiations for a successor contract; and

WHEREAS, the negotiating teams reached a comprehensive tentative agreement on June 30, 2026, establishing stable economic and operational terms through June 30, 2029; and

WHEREAS, the membership of FAM-L successfully ratified the tentative agreement on July 13, 2026; and

WHEREAS, the President and the Chief Human Resources Officer endorse and recommend approval of this successor agreement; and

NOW, THEREFORE, BE IT RESOLVED: that the Board of Trustees of Miami University approves in principle the terms set forth in the attached "Summary of Articles During the Miami University and FAM-L Collective Bargaining Negotiations," encompassing compensation adjustments and other non-economic matters, subject to the final execution of a complete revised collective bargaining agreement.

Approved by the Board of Trustees
August 5, 2026

T. O. Pickerill II
Secretary to the Board of Trustees

Attachment A

Summary of Articles During the Miami University and FAM-L Collective Bargaining Negotiations

I. Summary Background

This successor collective bargaining agreement between Miami University and FAM-L was the result of fourteen collective bargaining negotiation sessions between the parties. In addition to the Ground Rules, the teams negotiated eighteen existing articles (out of 32 total articles) and FAM introduced six new proposals.

1. Academic Freedom
2. Artificial Intelligence
3. Evaluation of Supervisors
4. Financial Exigency and Retrenchment
5. Shared Governance
6. Professional Responsibilities

The negotiation team prioritized the protection of established management rights, successfully maintaining the integrity of our existing contract; rejecting all new Union proposals. Only thirteen existing articles were modified. A full tentative contract agreement was reached on June 30, 2026, and ratified by the Union membership on July 13, 2026.

The University's negotiating team consisted of:

- Evan Cohn, Attorney, Taft
- Aimee Smart, Director, Labor Relations
- John Millard, Associate Dean, King Library

The Union's negotiating team consisted of:

- Ginny Boehme, Associate Librarian, Science
- Jerry Yarnetsky, Associate Librarian, Web Services
- Rachel Makarowski, Associate Librarian, Special Collections
- Theresa Kulbaga, Associate Professor, Communication, Humanities, and Professional Studies
- Martin Johnson, Associate Professor, Communication, Humanities, and Professional Studies
- Hank Stevens, Associate Professor, Biology
- Keith Fennan, Teaching Professor, Philosophy
- Trevor Wilson, Associate Professor, Mathematics
- Genevieve Morse, Representative, AAUP-AFT

The following summary highlights significant articles related to the economic and work-related terms and conditions of the collective bargaining agreement tentatively agreed to by the parties and ratified by the Union membership. The tentative agreement for each of the articles is attached hereto as Exhibit B.

Ground Rules:

The University permitted the temporary use of Zoom for the current cycle. management explicitly secured the unilateral right to restrict, limit, or entirely discontinue the use of virtual bargaining platforms in all future negotiations.

1) Article 4 – Labor-Management Meeting

- Section 3 removes the previous requirement to meet quarterly during the first year of the contract.
- Maintained current contract language for all others.

2) Article 7 – Association Rights

- Section 1 allows union delegates to obtain prior meeting approval from an Associate Dean or Dean, rather than strictly from their immediate supervisor who may be unavailable.
- Maintained current contract language for all others.

3) Article 10 – Appointment Notices

- Management Requested Win: Section 2(i) successfully removes the restrictive requirement that annual appointment letters must include all required training for the year restoring the flexibility the University needs to appropriately train its staff.
- Maintained current contract language for all others.

4) Article 12 – Scope of Librarian Duties and Working Conditions

- Section 2 establishes a clear 30-day window for sharing revised Primary Professional Responsibilities (PPRs) with members following appropriate Dean approval.
- Maintained current contract language for all others.

5) Article 13 – Promotion and Continuing Contract

- Section 3 clarifies that the promotion criteria table will be housed centrally in the Staff Portal. Section 8 extends the internal intent-to-promote notification deadline from February 15 to March 15.
- Maintained current contract language for all others.

6) Article 15 – Annual Evaluations

- Management Requested Win: Sections 3 and 4 successfully requires the union to utilize the University's HRIS system or similar tool approved by HR—which all unclassified staff are required to use—instead of allowing them to follow a separate process more designed for faculty outside the system.
- Management Requested Win: Section 5 ensures that if a supervisor grants a librarian an evaluation extension, management is automatically granted an equivalent number of days to protect administrative timelines.
- Maintained current contract language for all others.

7) Article 16 – Compensation

- Section A (Base Raises): Locks in fixed, sustainable annual base raises of 3% (Year 1), 2.5% (Year 2), and 2.5% (Year 3).
- The final agreement excludes all of the following Union proposals: salary minimums, combined percentage and flat-rate increases, backpay lump sums tied to their previous grievance, seniority bonuses, and additional compensation for advanced degrees.
- Librarians are explicitly ineligible for any designated "super merit pools."
- Section II secures language allowing the University to issue discretionary financial awards or incentives entirely outside of the Union grievance process.
- Section B (Promotion Scales): Applies modest adjustments to promotion increments, limited to just a $500 increase at each level ($6,500 for Associate Librarian; $9,500 for Principal Librarian).
- Maintained current contract language for all others.

8) Article 17 – Benefits

- Incorporates a traditional "me-too" provision, ensuring that the health insurance benefits, premiums, and design changes eventually established at the FAM-T table—which remains under active negotiation—will automatically apply to this bargaining unit upon final resolution.
- The retirement section remains current contract language.
- The Professional development section of faculty benefits will be excluded from the Librarian benefits article.

9) Article 21 – Leaves and Other Time Off Work

- Routine grammatical update adding “Jr.” to Martin Luther King Day in Section 1.
- Maintained current contract language for all others.

10) Article 22 – Professional Development and Reimbursement for Travel

- Section 1 adjusts the fund allocation from $28,000 to $32,000 to absorb newly added bargaining unit members, but inserts language that the committee cannot exceed this cap.
- Section 4 successfully eliminates the previous contract's ratification bonus; no signing or ratification bonus is included in this agreement.
- Maintained current contract language for all others.

11) Article 23 – Individual and Department Purchasing Cards

- Routine grammatical clean-up.

12) Union Access to Information and Facilities

- Section 2 removed the requirement to allow FAM representatives at new employee orientations, restoring full management control over institutional onboarding.
- Maintained current contract language for all others.

13) Article 32 – Duration

- Establishes a three-year successor contract duration, valid from July 1, 2026, through June 30, 2029.

All other existing contract articles were either maintained without opening or were opened and negotiated with current contract language fully retained.