

Dear MSP Members,

The MSP Core Bargaining Team, Silent Bargaining Team met with UML Admin Bargaining Team for our first bargaining session on March 10th from 4-6pm.

Carol McDonough and Tibor Beke spoke for the MSP. Miles Stern and Sean Barrett attended on behalf of the MTA. Michael Rutherford spoke for management, with other administrative members speaking on particular issues.

MSP started the negotiations. We stated that salary is the most important topic to members, but we also recognize that it would be advantageous for both parties to propose specific salary issues later, in coordination with other units around the state.

Our salary "placeholder" was for addressing three issues at a future date:

1. Salary increases across-the-board
2. "Make whole" for the fact that we made sacrifices in last MOA to reflect that no other UMass faculty unions made similar sacrifices
3. Equal raise for Teaching and Clinical Professors going to full promotion.

Next, the MSP focused on workload issues. There were five talking points:

1. The maximum teaching load of tenure track and tenured faculty should be 12 teaching credits per year, or 2 courses per semester, with potential course reduction to 2/1 for Research Intensive faculty.
2. The maximum teaching load for all non-tenure track faculty should be 18 teaching credits, i.e. 3 courses per semester, eliminating the possible 4/4 course load that currently exists for NTT faculty in certain departments.
3. Adequate teaching credits should be awarded for course delivery that differs from the traditional classroom-based lectures. Examples of these are studios, labs, directed studies, directed research, "honors by contract" classes and new teaching modalities such as hybrid classes.
4. In case of credit overload, teaching credits should be accumulated and carried over into subsequent semesters. Faculty should have the right to request compensation or course reduction for credit overload.
5. Course sizes should reflect nationally accepted standards for given course types, as identified by department personnel committees. When enrollments exceed the standard, grader(s) or TA(s) should be assigned to the course. Alternatively, the instructor must receive extra compensation or course release in future semesters.

After a lengthy caucus, the administrative team responded that they need more time to consider the financial impact of these proposals. They acknowledged the need for transparency and clarity in workload assignments, as a goal shared by both parties.

The administrative team didn't make specific proposals, but listed topics that they plan to address in future sessions:

1. Salary: will be addressed when there is more clarity on the university's financial status & parameters from the governor's office.
2. Parking: reserved as subject for future discussion.

3. Faculty definitions: greater clarity in distinctions between tenure-track and non-tenure track faculty; allowing joint appointments across departments and disciplines.
 4. P&T: process improvements; better guidance for both tenure-track and non-tenure-track faculty prior to promotion; clarity of promotion criteria for NTT faculty; academic promotion possibilities for administrators.
 5. Workload: accounting for service; transparency and equity in distribution of service load; clearer definition of "research active".
 6. Termination/dismissal process: clarification of rules.
 7. Discrimination article & Title IX: the goal is to create language in the contract that affirms that all members in the community are committed to equity and non-discrimination and a climate of inclusion, and allows individuals to be accountable for violating this.
 8. The administration indicated that they may wish to revisit parts of the contract that do not fall under any of these categories, e.g. the sick leave bank, teaching for English faculty, adjunct percentages, and other parts of the contract that are contradictory or have since been renegotiated.
- The tentative date of the next bargaining session is Thursday, March 25, 4:00 p.m.

Anyone who wants to observe a bargaining session is welcome to attend as a Silent Bargaining Representative. You don't need to commit to come to all meetings. You can just come to whichever meeting(s) fit into your schedule. Please contact the Board Secretary Carol Barry at Carol_Barry@uml.edu if you are interested.

Your MSP Core Bargaining Team included: Carol McDonough (President), Tibor Beke (Vice President), Carol Barry (Secretary & At-large), Johanna Choo (Treasurer & NTT At-large), Tim Cook (Sciences), Mary Elizabeth Hooker (Health Sciences), Margaret Manion (Libraries), John Shirley (Fine Arts and Humanities), Scott Latham (Business), Adam St. Jean (Engineering), Kelly Socia (Social Sciences), Katie Shrieves (NTT At-Large), Michael Graves (At-large), Anthony Szczesiul (At-large), Jay Weitzen (At-large), Miles Stern, (MTA representative), Sean Barrett (MTA representative)

The Silent Bargaining Team included: Johanna Tigert (Assist. Prof, Curri. & Instr.), Patricia MacCulloch (Clinical Assist. Prof, Nursing), Mike Vayda (Prof, Biology), Laura Punnett (Prof, Biomedical Eng.), Thomas PinerosShields (Assoc. Teaching Prof, Sociology)

The Administration Bargaining Team included: Joe Hartman (Provost), Julie Nash (Vice Provost), Steve Tello (Vice Provost, Gr. & Prof. Studies), Nancy Ludwig (Dean, Gr., Online & Prof. Studies), Lauren Turner (Sr. Associate Vice Chancellor), Shortie McKinney (Dean, Health Sciences), Jim Sherwood (Dean, Engineering), Luis Falcon (Dean, FAHSS), Nouredine Melikechi (Dean, Sciences), Sandra Richtemeyer (Dean, Business), Michael Rutherford (Exe. Dir, Labor Relations & Compliance), Richard Serna (Associate Dean, FAHSS)