

From: lowell, msp <msp_lowell@uml.edu>
Sent: Monday, March 29, 2021 10:36 AM
To: UML-MSP (UML-MSP@LISTSERV.UML.EDU) <UML-MSP@LISTSERV.UML.EDU>
Subject: MSP 2021 Bargaining Update #2

Dear MSP Members

In this bargaining session (3/25/21), the administration rejected our proposals from last time and presented some priorities and proposals of their own. Most of the session consisted of the administration presenting to us, and, rather than respond immediately, we chose to review their presentation before responding.

Response to Our Workload Proposal

Provost Hartman presented a response to our proposals. In a nutshell, the administration said “no” to everything we asked.

Provost Hartman responded with some data, including comparing our teaching workload to the other schools in the America East Sports conference. . For example, in response to our proposal that TT faculty should be at a 2/2 across-the-board teaching load, the provost cited that most TT faculty are already at that load, which is what our proposal requested. The administration argues that therefore, a 2/2 load is not needed because the system is working as intended, but our rationale is that 1) a 2/2 base load would save a lot of work for faculty members and administrators in preparing and reviewing applications for research-based reductions each year, and 2) a teaching load in line with other R1 institutions (an administration aspiration) would help us recruit and retain faculty.

On all of the other issues, Provost Hartman gave similar refutations of our positions. For example, the provost responded to our points about class size by showing us a historical graph of class size and noting that the average class size has almost returned to the pre-pandemic number. We found his interpretation of data to be selective. For example, the *average* class size may indeed have gone down from the pandemic peak, but there are still more larger classes and substantially fewer small classes.

Priorities/Proposals Presented by Administration

After Provost Hartman’s presentation, the deans presented a series of priorities. Some of these were not concrete proposals, but rather represented issues on the administration’s wish list that need to be bargained with the MSP. The administration’s wish list included:

1. Defining service more specifically and transparently (Presented by Dean Luis Falcon)
2. Allowing teaching faculty to teach a 4/4 in exchange for a ‘reduction’ in service, at faculty request and provided that the university needs additional teaching (Presented by Dean Nouredine Melikechi)
3. Streamlining the evaluation and paperwork schedule. One important date in their proposal is that academic plans, workload requests, and form 16A would all be due on January 31 (currently they are due on three different dates). (Presented by Dean Shortie McKinney)

After the deans’ presentation, the meeting adjourned so that the MSP team could discuss the matters that had been proposed. We discussed these issues extensively, and decided that it would be prudent to spend more time formulating a response.

Our next bargaining session is scheduled for Wednesday, April 7th. If you would like to participate as a member of the Silent Bargaining Team, please contact MSP admin assistant Karen Fitzgerald (Karen_Fitzgerald@uml.edu).

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), Jay Weitzen (At-large), Miles Stern, (MTA representative), Sean Barrett (MTA representative)

The **Silent Bargaining Team** included: Deb Finch (Marketing), Beth Humberd (Management), Patricia MacCulloch (Nursing), Asil Oztekin (Operations & Info), Cassandra Rohland (Accounting), Jana Sladkova (Psychology), Aaron SmithWalter (Political Science), Anthony Szczesiul (English), Johanna Tigert (Curri. & Instr.), Max Ubelaker (World Languages), Mike Vayda (Biology), Ellen Wetmore (Art & Design)

The **Administration Bargaining Team** included: Joe Hartman (Provost), Lauren Turner (Sr. Associate Vice Chancellor), Julie Nash (Vice Provost), Steve Tello (Vice Provost, Gr. & Prof. Studies), Nancy Ludwig (Dean, Gr., Online & Prof. Studies), 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)

This is an **UNMONITORED MAILBOX**, please send all inquiries to the MSP Board members listed in the MSP website <https://sites.uml.edu/msp/about/officers-board-members/>