

## **MSP EXECUTIVE BOARD MEETING NOTES – SEPTEMBER 27, 2017**

8:45 a.m.-10:00 a.m., Campus Center Room 804-08

**Board Members Present:** Eve Weinbaum, Randall Phillis, Eric Berlin, Kate Hudson, Ellen Lutz, Dean Robinson, Priyanka Srivastava, Marc Liberatore, Maciej Ciesielski, Joya Misra, Betsy McEaney, Sigrid Schmalzer, Kevin Young, Craig Nicolson, Lisa Henderson, Bill Diamond, Chris Couch, Dave Gross

**Staff Members Present:** Lori Reardon, Emily Steelhammer, Mickey Gallagher

### **A. Announcements – Upcoming Events**

- Personnel Committee Workshops: Wed. 9/27/17 & Thurs. 9/28/17, Noon-2 p.m. (Campus Center 904-08)
- MSP New Member Reception: Thurs. 9/28/17, 4-6 p.m. (Eve's house)
- Immigrants Rights Rapid Response Training: Sun.10/15/17, details TBD
- Dean Robinson reported on conditions in Dominica and need for fund raising. He will update us on contributions and political advocacy planned.

### **B. All Union Meeting**

Amazing turnout – almost 300 people from all unions, ran out of pizza and chairs!

Still nothing about the raises on paper. But it appears nothing until January, 1% raise (actually .5%) then 2% raises in the next January. Each year we lose out on half of the raises because they are in January and not July. Governor has suggested implementing a trigger clause if certain thresholds are reached (which would be 1% going back to July 2017), but the university doesn't want to do that because it is "too complicated" to figure out. At the meeting, presented a sample of someone earning \$40,000 would lose out on \$1,000 in the first year. Unclear whether there would be an extra ½% in lieu of steps as in the past.

Had folks sign the two petitions, the All In cards, and a petition to urge the governor's office to authorize reasonable and fair cost of living increases for state higher education staff and faculty, and all other state workers, and encourage the Legislature to quickly approve them.

### **C. Department Talking Points**

Should be doable in 10 minutes. Introduce yourselves, pass out index cards with questions/issues (w/ names if they want us to get back to them.) Agreed that non-MSP members should not be asked to leave the room (it would be up to the faculty in the department if they don't want the chair there.)

### **D. John McCarthy & Michael Eagan Visit**

Questions sent to John in advance:

1. How you understand faculty governance? We are particularly interested in your views of shared governance around the tenure process, and the role of administrators, given the collective bargaining agreement that refers to the "primary" role of faculty.
2. We talked with the Chancellor about the goal of reaching the top 20 universities. What are your top priorities in that regard?
3. What role do you see for the MSP in the campaign to reach the top 20?

4. How do you think the administration and MSP can address issues of faculty workload? This is one of our members' highest concerns and we would like to work together to maintain a work-life balance for faculty and librarians.

**Tenure** – revisions from previous years. Things John is proud of: Encouraging DPC and chairs to take a role in mentoring faculty, including preparation of dossiers. Urging DPCs and chairs to note contributions that aren't officially recognized (e.g., female, people of color.) Promotion from associate to full should be routine, you shouldn't have to ask. What to look for in a dossier. A combination of the evidence and an argument (in personal statement, and memos from DPC and others), contextualize what the contributions are so we are judging people fairly. Confront evidence that goes against your conclusion, don't just ignore it.

Numbers of letters – should be in bylaws and based on standards in the field.

Consideration of teaching – include not only student input (e.g., SRTIs) don't JUST include SRTIs, address it in a more nuanced and holistic way (e.g., observations by colleagues, syllabus review). Perhaps include a teaching portfolio.

Role of faculty governance – the DPC, chair, and other levels have an obligation to make a strong case.

**Top-20 Plan** – area in which we need to do the most work is student success. 4 and 6 year graduation rates; differences in rates between under-represented and majority students;

Breaking down silo between academic affairs and student affairs is a major focus. Financial help, early warning of folks who may be struggling financially, especially over relatively small amounts of money.

MSP role – a bit part in how we will make this happen. NTT play a huge role, we need teaching faculty, advising, recruiting nationally we can get high quality folks because NTTs are protected here. MSP can lobby in ways that the administration cannot.

Work load – cut backs in staff have affected faculty work load. We need to look at this.

## **DATES TO REMEMBER**

### **Personnel Committee Workshops**

Wed., 9/27/17 & Thurs., 9/28/17, noon-2 p.m. (Campus Center 904-08)

### **MSP New Member Reception**

Thurs., 9/28/17, 4-6 p.m. (Eve's house)

### **Immigrants Rights Rapid Response Training**

Sun., 10/15/17, details TBD

### **Tenure Workshops**

Wed., 10/25, noon-2 pm, Campus Center 904-08 &

Thurs., 10/26, noon-2 pm, Campus Center 804-08

**MSP Grant Applications** due Wed., 11/1/17

**Senior Lecturer Promotion Workshop**

Wed., 11/15/17, noon-2 p.m., Campus Center 178 &

Thurs., 11/30/17, noon-2 pm, Campus Center 804-08

**MTA Annual Meeting:** Fri., 5/4/18 and Sat., 5/5/18