

Summary of changes negotiated between MSP and UMass administration*
June 15, 2018

New for the 2017-2020 collective bargaining agreements:

1. Strengthen academic freedom
 - a. Academic freedom covers university service, teaching and research
 - b. Academic freedom rights inside and outside the classroom
2. Strengthen faculty role in tenure and promotion
 - a. Reinforce administrative deference to departmental recommendations in major personnel actions
3. Sexual harassment and misconduct/Title IX
 - a. Faculty are not mandatory reporters under Title IX, unless they are program directors or hold leadership/supervisory roles
 - b. Previously excluded from the discipline process in the contract, any discipline related to sexual harassment or misconduct will follow the process under Article 18
 - c. A joint labor-management committee will review current processes and recommend changes to the Chancellor (see below)
4. Librarians
 - a. Modify Annual Librarian Report (ALR) and timetable to incorporate the APWS process.
 - b. LPC convenes itself without administrative participation
 - c. Modify the number of external letters required for personnel actions
 - d. Clarifies and expands basis for evaluation and promotion
 - e. Automatic delay of continuing appointment review for parental leave
 - f. Correct sick leave and sabbatical accrual
5. Non-tenure-track faculty
 - a. Lecturer Workload: lecturers with a 100% time appointment have some service responsibilities and should have a commensurate reduction in teaching load. The maximum teaching load is 3-4.
 - b. Senior Lecturer Professional Improvement Leave: new fellowship provides one semester of paid leave for Senior Lecturers; 12 awarded annually through a competitive application process, starting with 6 fellowships for the Spring 2019 semester.
 - c. Notice of non-reappointment for lecturers: no more pink slips attached to offer letters for regular positions
 - d. Stipends for recurring work performed regularly during non-responsible periods will become part of base salary rather than add. comp.
 - e. Job descriptions provided to DPC by department chair for relevant period of review, for all merit pay and promotion decisions.

6. Clinical Nursing Faculty
 - a. Establishes promotion process, workload, appointment/reappointment, Clinical Instructor longevity, and salary minima
7. Continuing and Professional Education and online courses
 - a. Faculty retain intellectual property rights for course development
 - b. Payment of \$5,000 for online course development; \$2,500 to refresh; right of first refusal to teach the course
 - c. Create working group to develop model including royalty payments for use of course materials
8. Pay Equity Review and Adjustment Process
 - a. Replace the old anomaly process with an improved equity process
 - b. University Salary Equity Committee composed of half faculty/librarians and half administrators will analyze data and develop rules and procedures for correcting inequities, and make recommendations for salary adjustments
 - c. A blind review process will de-identify faculty and librarians recommended for adjustments
 - d. A central pool of not less than \$200,000, allocated to each college by FTE, will be distributed annually to address pay equity
 - e. Those identified as warranting an adjustment that are not addressed due to insufficient funds will be first considered in the following year
9. Union rights
 - a. MSP has the right to speak at all department meetings once a semester, and at all new employee orientation meetings
 - b. Union membership status will not be shared with external third parties
10. Cost of course releases
 - a. Central administration will cover the cost of course releases for union leaders and bargaining team members
11. Salaries
 - a. 1% raise across the board beginning July 1, 2017 with full retroactive pay
 - b. Another 1% raise across the board beginning July 1, 2017 with full retroactive pay if the state reaches the designated revenue target
 - c. 2% across the board beginning July 1, 2018
 - d. 2% across the board beginning July 1, 2019
 - e. Merit pool on top of the 2% only if additional funds are provided by the state or the UMass administration
12. Increase by \$4,000 the salary floors for the lowest rank in each category, and increase floors proportionally for the other levels
13. Increase all promotional increments by \$1,000
14. Increase MSP computer replacement awards to \$1,500 each

15. Increase payment for teaching faculty first-year seminars and honors seminars
16. Increase minimum salaries for teaching CPE courses to \$5,000 – with agreement to increase CPE salaries to match on-campus lecturer floors within five years
17. Increase university tuition and fee benefit for partners and dependents to 60 percent of tuition and fees

We also agreed to create seven joint labor-management committees that will have the power to negotiate specific topics during the 2018-19 academic year:

1. Title IX and sexual harassment procedures
 - Review the current sexual harassment policy and make recommendations about changes to it to the chancellor, including:
 - Scope of responsible employee designation
 - Rights of faculty who are complainants or respondents
 - Burden of proof for discipline cases brought due to policy violations
2. Gender Equity
 - Implementation of recommendations of the Gender Equity Study
 - Implementation of Massachusetts Equal Pay Act of 2018
3. Online SRTIs and holistic teaching evaluations
 - Evaluate and make recommendations for use of the online student review of teaching instrument (SRTI)
 - Implementation of holistic teaching evaluation methods
4. Research and Extension Faculty
 - Identify promotion criteria for Extension and Research faculty
 - Negotiate “bridge funds” to pay research faculty between grants
 - Negotiate compensation and part-time lecturer appointments for Research or Extension faculty who perform faculty work beyond their grants
5. CICS “Teaching Professor” track pilot
 - Develop a pilot program for new title of Teaching Professor in the College of Information and Computer Sciences
6. Pay equity process committee
 - Analyze de-identified salary data campus-wide
 - Determine formulas for identifying potential salary inequities
 - Make recommendations for correcting inequities
7. Online course development committee
 - Determine system for royalty payments and course development payments

*Whether we sign one or two contracts, all changes are part of a three-year umbrella agreement covering the academic years 2017-2020.