

MSP Board

November 6, 2024

Board - Marc Liberatore, Sigrid Schmalzer, Kate Hudson, Michael Ash, Ela Gezen, Jenny Adams, Asha Nadkarni, Eve Weinbaum, Maciej Ciesielski, Jerry Levinsky, Tristram Seidler, Kevin Young, Taqi Razi, Jacquie Kurland, Laura Francis, Clare Hammonds, Josh Michel

Staff - Lori Reardon, Kristen Strehle

1. **Approval of Minutes October 23, 2024** - Motion to approve made by Asha Nadkarni, second by Jerry Levinsky. Approved unanimously.
2. **Childcare Event** was hugely successful! Very moving testimony at bargaining. Afterwards wonderful multi-union rally and march to Whitmore. Huge kudos to Kristen for her work.
3. **Yangyang Cheng Event** - next Tuesday @ 4 p.m. LGRC A112. Still opportunities to sponsor. Please get the word out!
4. **Bargaining** - Salary Action. We are particularly focused on floors and promotion increments (these have not been raised significantly in many years.) Hoping for a multi-union action. Bargaining on this topic is Dec. 6. Culminating push focused on our lowest paid members. More posters are being produced. What actions might be powerful? Look at GEO contract, post-doc contract (higher hourly rate than lecturer floor.) Look at administrative salaries.
5. **Travel Policy Updates** - Letter from Chris Misra who seems to be focused on how to help faculty. But still a lot of confusion. No word from Vice Chancellor of Research and Engagement. Concur is a mess. So many unanswered questions.
6. **Threats to union organizing @ UMass Boston and UMass Lowell.** Concerns around new policies around land use, policies that were focused on student protests that say any protests have to be given 48 hours notice to administration. Curtails rights of unions to protest. Will be filing charges against the system.
7. **Exit Interviews** - in the last contract we got the right to interview faculty who were separating from the university. 21 volunteered to be interviewed. $\frac{2}{3}$ women. More than half tenured or on the tenure track. 15 departments, largest number coming from CNS. Main reasons - not belonging, staffing shortages, hostile or toxic work environment, insufficient research support, agreements not honored by administration, lack of collegiality, bullying by administration. Sometimes relatively simple remedies not adopted by chairs, deans, Provost.