

MSP Board Meeting - October 19, 2022

Board - Marc Liberatore, Sigrid Schmalzer, Tristram Seidel, Jenny Adams, Michael Ash, Paulina Borrega, Eve Weinbaum, Kevin Young, Priyanka Srivistava, Christine Turner, John Staudemayer, Dean Robinson, Clare Hammonds, Jacquie Kurland, Maciej Ciesielski, Laura Francis, Farveen Parvez, Jordy Rosenberg, Brock Toggerson, Jeanne Brunner, Toussaint Losier, Emily

Staff - Lori, Brendan, Emily

Meeting Minutes John, Michael Second, approved unanimously

Uncollectibles - Accepted as presented

Department Visits

- Want to know where the raises are
- How come no merit?
- Use stronger language if raises don't meet cost of living, it is a pay cut (this will be a huge priority this time. working statewide to improve parameters, need to put pressure on the governor, MTA is pushing Maura Healey at every opportunity)
- Dental!

Provost

- Tenure & promotion. Aligned with John McCarthy in terms of when Provost might overturn tenure or promotion cases. In my experience faculty take this very seriously,
- Fully support full professor more holistic evaluation (not fully based on research) How to recognize excellence in scholarship in ways that aren't traditional definitions.
- External letters - don't make extra work for folks. You get a full picture with 5-6 letters.
- Be concise with DPC letters, integrate, don't be exhaustive

Staffing

- Perfect storm, many factors intersecting, Since May 1 (as of last week) 796 staff members have been hired, 1178 positions posted, 287 position reviews completed, number of applications is way down, with many people applying not minimally qualified.
- Bleak. Advocate. Things that I hear from Deans, brainstorm with Bill about what can be done.
- Keep asking staff to do more and more.
- Look at staffing structure. Build in more resiliency, staff promotion process, build in back up so folks can take a day office

Rich and poor

- budget is historical, incremental budget
- Each school and college contributes 1% of their budget for strategic investment. In good years there is additional money

- Then ask for it back
- Significant budget cuts during pandemic across academic affairs
- 96% of budget in Academic Affairs is in salaries
- Amount that we can move is very small
- Not restricted to HFA and SBS (e.g., CNS)
- Under Swamy, fiscal management has become more intentional
- Reallocations are on the margins, a pretty small amount
- Revenue generating programs - leads to some differential (but shouldn't replace base budget)
- Not to say that there aren't investments (e.g., creation of CICS)
- To help, asking academic units to do stuff that isn't aligned (AQADs, EEPs, strategic plans) reinforce a direction from year to year

NTT Faculty

- NTT essential part of our faculty, valuable and irreplaceable contributions
- Temporary vs. permanent. (Ongoing need, NTT should be permanent)
- Hire temporary faculty for replacements for sabbaticals, TT who move into administration. Temporary support to fill needs
- Recruiting and retaining - we need to do more of. Treated in the same way. Robust search, professional development,
- Different ratio over time NTT vs. TT. Look to units to manage their mission driven, Budget requests from Deans

Goals

- Significant time of transition for us pandemic, chancellor transition
- How do we keep who we are as an institution and still adapt to irreversible change
- DEI and belonging - integral to our mission
- Vacancies in Provost office - redirected these to DEI staff
- Sr. Vice Provost for Equity and Inclusion (starting January)
- Amel Ahmed - refocus her position to Undergrad DEI (counterpart to Wilmore Webley)
- Office of Equity & Inclusion - equity action plan after climate survey
- Put together supports for schools and colleges
- Aligning processes to save time and channeling efforts
- Empowering staff, faculty, and students (invest)
- Meet students where they are right now

Lecture halls - scheduling problems - more students being admitted

- Not many rooms for more than 100 students, even 60-80
- No easy answers

DEI - be inclusive of NTT faculty, when drawing up job descriptions

Pay Equity Process

- Provost was fine with the process that the Marc and the committee developed

- Wants to move it along

Fair Share