

MSP Board & Reps - November 2, 2022

Board: Dean Robinson, Marc Liberatore, Eve Weinbaum, Jacquie Kurland, Christine Turner, Jeanne Brunner, Jen Adams, John Staudenmayer, Kevin Young, Laura Francis, Maciej Ciesielski, Michael Ash, Paulina Borrego, Emily Heaphy, Jordy Rosenberg, Priyanka Srivastava, Sigrid Schmalzer, Toussaint Losier

Reps: Luke Bouvier, Ela Gezan, Debbie Felton, Colleen Kuusinen, Devin Day, Ezra Markowitz, Hadi Jorati, Jennie Donahue, Jim Hicks, John Hosp, Joshua Michal, Juniper Katz, Leonora Thomas, Lorraine Cordeiro, Nathaniel Whitmal, Neal Katz, Pablo Visconti, Peter Beltramo, Steve Eyles, Yasuko Shiomi, Christine Hatch, Pablo Visconti, Lisa Modenos, Sandy Litchfield,

Staff: Lori Reardon, Emily Steelhammer, Brendan Sharkey

**Dues Abatement.** Good news is that more folks are applying for dues abatement. We have spent the original \$5,000 that was in the budget, officers approved a \$500 transfer to cover a current request. In order to continue to respond to requests that might come in, we are proposing moving \$5,000 from our reserves to dues abatement - Jacquie made a motion to approve, Christine Turner seconded. Approved unanimously.

### **Provost Meeting Debrief**

- She said the right things about promotion and tenure, including continuing John McCarthy's approach. Given what we saw in CNS, we're taking a wait and see approach.
- Staffing - "a perfect storm" Low numbers applying, even lower numbers minimally qualified, many don't accept job offers. We need to advocate for higher wages, the old model isn't working any more. Especially if Fair Share passes, we need to push them.
- Rich & poor areas of campus. She first denied this is the case. Somewhat confused about both educational model and revenue generation driving budget process. Colleges need to plug the gap with revenue generation. We were not particularly satisfied with her answer on this one.
- NTT faculty - there seems to be a disconnect between her "recognition of the crucial role of NTT faculty" and her position during the last round of bargaining pushing for a more "rigorous" promotion process and a longer period to continuous contract
- DEI work - we're creating more upper level administrative positions related to DEI.

**Workload Equity.** We will go into this in greater detail at a future meeting.

**Workload Grievances.** University depending on us doing unreasonable amounts of work because we care about our work. Filed grievances

- in LLC, went from 8 staff to 3, and have lots of data. Lots of work being done by faculty, such as doing copying and collating, making hotel reservations. Administration agreed to hire one additional person, but it had to come through a temp agency. It costs more, and we could hire a temporary person with benefits. We are submitting a counter offer.

- WGSS, had level one hearing. Went well, but claim denied. Scheduled a level 2 hearing, but the administration canceled it when we submitted the list about who would attend.
- Also working with Libraries and Microbiology
- We want to settle, and we're willing to be creative, but we need a reasonable offer.
- Math department, what constitutes a "temporary" hire? Hiring people for three years, but they are called temporary. This is going to be a big fight. Temporary is to fill in a temporary need, not to fill consistent needs.

**Raises.** Don't hold your breath. Sometime in November? Later?

**Elections.** Fair Share. It's not too late to do work!