

MSP Board Meeting Notes

November 20, 2019

Board Present: Eve Weinbaum, Kevin Young, Asha, Jen Adams, Marc Liberatore, Maciej Ciesielski, John Staudenmayer, Steve Brewer, Tristram Seidler, Kate Hudson, Sigrid Schmalzer, Christine Turner, Clare Hammonds

Staff: Emily Steelhammer, Heather LaPenn, Lori Reardon

A. Approval of Minutes

Voted to approve the minutes from 11/6/19. Steve made the motion, Maciej seconded. Passed unanimously.

B. Updates

- UWW impact bargaining. Administration has a right to impose a decision, but the union has the right to bargain the impact on our members. Director position has been open for a long time. Office space is problematic. Two faculty have been interim directors, but they have just been informed that there will be someone new beginning next semester.
- We've heard about a few tenure cases that have been problematic at the department level. Several people voted "not strong" on service which we've never seen. Send people to us if they need help writing letters of response. This is very unusual, and some question about disagreements within departments playing out in these tenure cases.
- There was a letter from the Provost saying that they wanted to encourage more applications for promotion to full, particularly women, based on teaching and service. But we've heard a few folks who've gone to the Office of Faculty Development being told that after reviewing their CVs the Provost didn't think that they should go up.
- NTT job descriptions. Based on bargaining, a job description is supposed to be included in AFRs, but we've heard that folks are being given a simplistic form with percentages of time rather than a typical job description. This was not what we negotiated. Recommend that faculty write their own job descriptions with more detail. Seems untimely to have it added after the faculty or librarian has written their AFR. Anything that is not associated with your classroom teaching is technically service, but some folks are afraid to look like they put in too much service. Christine reports some issues with Librarian Reviews (ALR) and when the librarian has an opportunity to comment on reviews.
- Bargaining - first meeting with administration on December 13

- C. **Bargaining Support Committees** We need to finalize committee membership by Thanksgiving break so we can get started on putting bargaining positions together. Board members should be following up with those they know to confirm or recruit them to the committees.
- D. **Spring Department Visits.** We need Board members to start getting on the agenda now for Spring department faculty meetings. We have a contractual right to have an MSP rep attend at least one meeting a semester. Priority is for Board members to sign up for departments where there are no reps. We will have updated talking points, including updates on bargaining and can recruit additional people to committees in these visits if necessary.
- E. **MSP's 45th Anniversary.** 2021 will mark 45 years of MSP. How do we want to celebrate? The last celebration we had was for 21 years. Some ideas: Big bash, Panel discussion etc. Retirees definitely excited and would like to tie in an oral history project?