

MSP Chronicle

The Massachusetts Society of Professors | Representing Faculty & Librarians on the UMass Amherst Campus



From the President's Desk

By Eve Weinbaum, MSP President

For two decades, the MSP's pre-bargaining surveys always have shown the same thing: workload and funding are the top concerns of faculty and librarians. These two issues are inextricably linked, of course – UMass needs to hire more full-time faculty to share the teaching, service, and research, and the university must pay good salaries in order to recruit and retain an outstanding and diverse workforce. These goals will only be possible with a significant increase in funding from the legislature.

This spring, we have a once-in-a-generation opportunity to increase funding for public higher education by half a billion dollars. The [Cherish Act](#) has been introduced, with endorsements from over 100 legislators. Our own state senator,

educators show up and demand better for themselves and their students, lawmakers have to listen.

Chancellor Subbaswamy has endorsed the legislation, saying:

"UMass Amherst has long supported and advocated for increased funding for public higher education so that students from all walks of life have access to an affordable, high-quality education. We applaud our faculty and staff, and the unions that represent them, including the MTA, for their advocacy of the CHERISH Act. The Act, which is sponsored by our local legislators, would provide much-needed support for the important mission of UMass Amherst to educate the next generation of the Commonwealth's leaders."

On Thursday, March 21, we will get on the bus and go to Beacon Hill. Faculty and librarians will join students and staff from across the state to talk about the importance of excellent, affordable public higher education. MSP members will have a chance to tell our stories, to explain what proper funding would mean for the work we do. We will have a press conference, and we will bring beautiful framed photos of faculty and librarians at work, to illustrate the skills and commitment we bring to UMass. We will provide free transportation and



Come to Boston on March 21!

Jo Comerford, is taking the lead as Vice Chair of the Joint Committee on Higher Education, along with Representatives Mindy Domb and Aaron Vega. At dozens of "Fund Our Future" forums across the state, including our gathering with 200 people at UMass, legislators have seen our enthusiasm and they are paying attention to this bill.

Our legislators have urged us to mobilize around this legislation. Many bills have widespread support but only a few pass each year. Legislators are waiting to see if people care enough to take the time to show up to advocate for UMass. As the teacher strikes all over the country have shown, when

SAVE the DATE

Higher Ed Lobby Day in Boston
March 21, 2019
7:30 AM - 4:00 PM
Depart from Haigis Mall
See the article on this page to sign up

MSP Grant Applications
Due March 30, 2019

MSP General Assembly
April 29, 2019, noon-1:30 PM
Amherst Room, Campus Center

MTA Annual Meeting
May 3 & 4, 2019
Hynes Convention Center, Boston
Contact the MSP office to sign up

Have an upcoming event enhancing MSP's mission you would like MSP to announce?
Contact the MSP office at:
mSP@umass.edu
(413) 545-2206

lunch in Boston, and after a brief advocacy training everyone will have a chance to talk with legislators.

Please join us. You can sign up here: <https://actionnetwork.org/events/faculty-staff-lunch-and-lobby-higher-ed-advocacy-day-umass-amherst-registration/>. Everyone is welcome! We will order as many buses as we need, so please bring your partners, friends, and kids. Sign up now so that we have enough lunches for everyone. With your help, we can set a new national standard for state investment in higher education. ■

Five Stories of Professional Improvement Leaves

The 2017-2020 MSP contract has new language that provides for 12 Professional Improvement Leaves (PILs) each year for Senior and Senior II Lecturers. The PILs are competitive and have years of service and timing restrictions similar to sabbaticals for tenure-track faculty and librarians. The first 6 PILs were awarded in Fall 2018. Four of the awardees, Judi Labranche from Kinesiology, Tim Richards from Computer and Information Sciences, Raz Sibii from Journalism, and Stan Stevens from Geosciences are featured below. Priscilla Page from Theater is featured on page 3.

Tim Richards will be developing a new inclusive computing course to spread algorithms and computing throughout the disciplines. In particular, he will (1) provide an excellent option for students in other programs that



require a computing course in their area of study, (2) supply an introductory computing course for the growing Informatics majors in CICS, (3) ensure that computer science majors are adequately prepared for subsequent courses in the computer science curriculum, and (4) emphasize pedagogical approaches and strategies to study and introduce best practices to increase women and underrepresented minorities in computing. ■

The Senior Lecturer Fellowship will allow Judi Labranche to re-design a required course for all Kinesiology students that they take during their Junior Year. The class will have a lab and a community service component. In order to maximize the impact and to present the most current information, she will attend a national conference and earn 2 new certifications. Her favorite part of the project is that she will be creating an online lab manual for the students to use with the course. These are all things she has dreamed about doing for years but with a full course load and teaching in the summers, never has been able to do. The students will gain tremendous skill and application from the fruits of this leave. ■



During his semester-long PIL, Raz Sibii will be immersing himself in the UMass Amherst Special Collections and University Archives (SCUA) with the goal of integrating archival research into many of the Journalism and Honors courses that he teaches on a regular basis, and in particular two GenEd classes (Journ 201: Intro to Journalism and Journ 310: International Journalism).



He plans to identify dozens of collections that his students can work with; create in-class exercises, discussion prompts, homework prompts and final project guidelines based on those collections; and then create a public online repository for all of those resources for other UMass-connected instructors to use in their classes. ■

Stan Stevens is devoting his PIL to designing a new course on sustainability and sustainable development and writing a policy volume for the International Union for Conservation of Nature (IUCN). Stevens' new course will be the required foundation course in the Geography BA degree concentration in environmental geography and sustainability. His work as lead author of the international policy volume for the IUCN's



World Commission on Protected Areas includes leading a global online dialogue to identify good practices and develop guidelines for recognizing the conservation contributions of Indigenous peoples and local communities within conservation areas that have been established in their traditional territories and lands. These guidelines will set new standards for policy and practice in most of the nearly 250,000 protected areas worldwide. ■

During her PIL, Priscilla Page will travel to various cities and visit artists at companies who are leading conversations about diversity, equity, and inclusion in theater. She plans to conduct site visits and interviews at several companies in New York, Minneapolis, Chicago, Los Angeles and Ashland, Oregon in order to establish more formalized relationships with each of them. Her PIL work will directly impact her teaching and research on multicultural theater. Her forthcoming book *Wings of Night Sky, Wings of Morning Light* with Joy Harjo documents the early efforts at defining Native American theater in the U.S. She is currently working with Latino theater artists in Chicago to document their work through oral histories with the goal of publishing this material and establishing institutional archives for them. ■



Promotion to Full: Provost Encourages Expanded View

By Mickey Gallagher, MTA Staff

Provost McCarthy recently sent a memo to University administrative leadership encouraging a more expansive view of the essential criteria required for a promotion to full professor. In his memo, the Provost cites the controlling policy for promotion from the Redbook (Academic Personnel Policy Manual – Article 4, Section 4.1) which states in part, “Personnel recommendations and decisions shall be made only after a review of all of the qualifications and all the contributions of the individual in the areas of teaching; of research, creative or professional activity; and of service. All three areas must be considered, but **the relative weight to be given to each may be determined in the light of the duties of the faculty member.**” [Emphasis placed by the Provost.]

Redbook criteria for promotion to full professor specifically require “a record of achievement sufficient to have gained substantial recognition on and off campus from scholars or professionals” and “significant potential for continuing professional achievement”. The Provost provides examples of activities that warrant promotion to full in the areas of either teaching or service but do not include research: “... significant contributions to the scholarship of teaching or diversity initiatives, or creating and launching new degree programs, or exercising major leadership at the department, school/college, or campus level in an administrative, MSP, or Senate role.”

The MSP encourages all levels of review, especially departmental levels, to engage this interpretation of the criteria for promotion to full. There are many faculty who have made significant contributions in the areas of teaching and service who have, over the years, been discouraged from applying for promotion to full. It will take conscious effort to convince deserving faculty who have not yet applied to apply for promotion. It will also require some determination to alter the current culture in some departments that rely solely upon a faculty member’s research record when considering promotion to full.

If you believe you, or someone you know, qualify for the promotion to full professor under the above definition with the more flexible interpretation, please do apply next year. And, if you are serving on a DPC, please do take some time to think about your departmental faculty who may well qualify for promotion to full and encourage them to apply. Faculty who are considering filing for promotion are encouraged to contact the MSP directly for advice/review/assistance with their file and to assure that they are notified of future MSP workshops on this topic. ■



The Fund Our Future campaign is the sweetest one yet. See more pictures from the kickoff event on campus on page 7.

Know Your Contract

What is Happening with the Anomaly Process?

By Lori Reardon, MSP Staff

For several years, the MSP has had serious concerns about the salary anomaly process. As you are likely aware, in the most recent round of negotiations, MSP and the central administration agreed to replace the old anomaly salary adjustment process with a Pay Equity Review and Adjustment Process. Members from MSP and the administration have met as a bargaining committee to develop rules and procedures for determining the existence of an inequity in a member's salary and then if an adjustment is warranted. The committee has agreed that specific data, which has been identified, will be necessary for the committee to be able to evaluate inequities. The committee will use those data in an initial test for a few selected departments to determine what works and what aspects of the process need to be changed.

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New Contract Language for NTT Faculty

By Steve Brewer, MSP Executive Board and Department of Biology

As with each of the past several contracts, the current contract has new and improved language for non-tenure-track (NTT) faculty. A group of NTT faculty met in September of 2016, just prior to the beginning of the bargaining process, and outlined a set of four priorities to take forward during bargaining: (1) a mandatory service component for NTT job descriptions, (2) on-base compensation for service outside of the "period of responsibility", (3) a periodic leave for professional development, and (4) an annually updated job description to be maintained by the chair and provided to the personnel committee for NTT faculty evaluation. The contract makes progress toward all of these goals.

What did we actually get? The maximum teaching load is now 3/4 (rather than 4/4) which ensures that all Lecturers have some space in their professional responsibilities to perform faculty governance and service. A new fellowship for Professional Improvement Leave (PIL) has been initiated for Senior Lecturers in which they can apply for a semester release to work on significant academic projects. (See pages 3 and 4 for five stories of faculty who are going on the first set of PILs.) Payment for regular duties outside of the period of responsibility is now paid in the form of a stipend (rather than "ad-comp") which is calculated "on-base", so the pay will count toward merit increases and retirement. And the personnel workflow system will be modified so that the department heads and chairs will submit a job description as part of the annual faculty review process. Additionally, we negotiated an improvement to the current system for notice of non-reappointment to prevent it being provided concurrently with the notice of appointment (i.e., no more pink slips attached to offer letters for regular positions).

Over the past 20 years, the circumstances for NTT faculty have improved markedly. Workload, compensation, job security, promotion opportunities, and — perhaps most importantly of all — improved transparency and ownership of the relationship with the administration. Thanks to the many dedicated activists over the years, the MSP has been an effective vehicle for many positive changes and improvements for NTT faculty members. ■

Contract Language Clarifications for Librarians

By Christine Turner, MSP Vice President and University Libraries

The 2017-2020 contract provides important clarifications to language regarding librarian job descriptions, the basis for their promotions, and external letter requirements for continuing appointment and promotions to Librarian IV and V. For years librarians had grappled with ambiguous terminology around "professional growth and development and service activities." The contract now refers to "development, scholarly activities and service contributions" which reflects how librarians conduct and describe what they do in addition to their primary job duties.

Expectations for professional development, scholarly activities and service contributions are now addressed in librarians' job descriptions. The contract is also now explicit about the number of external letters

(continued on p. 6)

Member Profile: Asha Nadkarni, Department of English

Chronicle: Tell me about your path to the University.

Asha Nadkarni: Well, this is my first and only job. I got my PhD in the English Department at Brown. I finished in 2006 after a year-long dissertation fellowship at Kenyon College in Ohio, where I completed my dissertation. At that point I came to UMass so my entire professional life pretty much has been here.

C: Is this typical for your field?

AN: No, not necessarily in English. If one can get a postdoc it's wonderful, and actually the predoctoral dissertation fellowship that I got was tremendously helpful because it provided a different kind of teaching experience with a 1:1 teaching load plus a lot of time to write. If you can get a postdoc it's great because you get a head start on turning your dissertation into a book, but a lot of folks go straight into tenure-track jobs or visiting positions. Increasingly it seems that people are switching between jobs pre-tenure. I think this reflects the contracted job market and the so-called two-body problem and the like.

C: What kind of work do you do here?

AN: I teach courses in postcolonial literature and theory, American and Asian American studies, and transnational feminism. My first book, which came out of my dissertation, was on nationalist feminism in the US and India. It was called "Eugenic Feminism" and it traced the connections between feminisms in the US and India, particularly in relation to reproductive issues. My second project, titled "From Opium to Outsourcing" takes up global South Asian diasporas to Africa, the UK, North America and the Caribbean, with a focus on South Asian labor in these contexts. Through this project

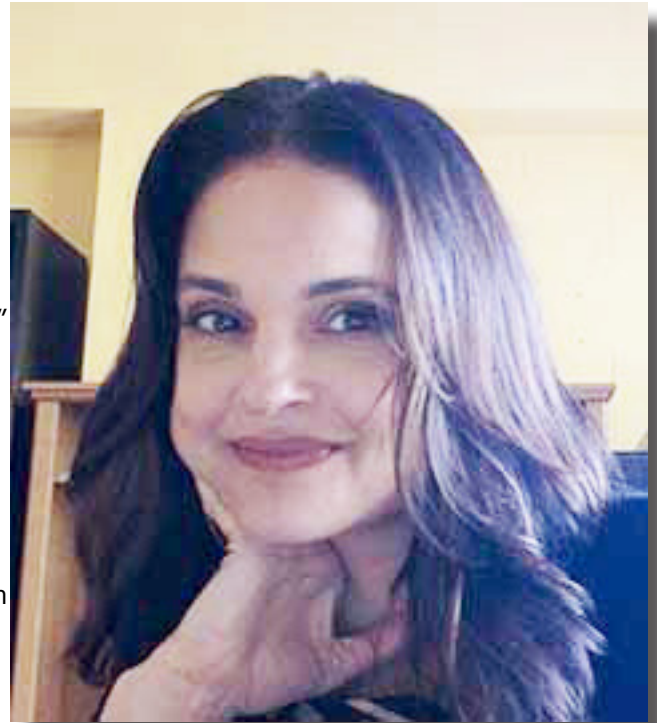
I've been moving more into Asian American Studies, and in fact I'm just finishing co-editing a Cambridge University Press series volume on "Asian American Literatures in Transition."

I'm Director of American Studies at the moment and I was Graduate Program Director for a couple of years. American Studies is a program within the graduate concentration in English, and there is an undergrad component as well. As the Director of American Studies I am trying to build connections with other departments, with the hope of perhaps starting a graduate certificate.

C: Tell me a bit about your involvement with MSP and MTA.

AN: I got involved with MSP pretty early on in my time at UMass. I signed up to be on the MSP's work/life committee, which had a somewhat self-interested motive on my part in that, at that point in time, my now-spouse was tenure stream faculty at Illinois Wesleyan. All through my pre-tenure years we were trying to figure out how to get into the same place and so part of my interest in MSP was about partner issues.

But even beyond my personal situation, I think partner hires can be really important in terms of recruitment and retention, particularly for faculty of color. That was back in 2007. Through work on that committee I met some of the MSP activists and that made me want to get more involved. I was on the contract bargaining team



The Chronicle sat down for a chat with Associate Professor Asha Nadkarni from the English Department, a long-time MSP member.

in 2013-14, when we spent a long summer into the following spring bargaining in Auburn with the Boston FSU at the table with us. It was really interesting to learn how the university works from an entirely different viewpoint. Plus, all of the people I've met through MSP have been fantastic and that has also made me want to stay involved. Now I know people from across campus, which is a really healthy thing.

I attended the MTA annual meeting last year for the first time with my husband. We brought our nine-year-old daughter because her school teacher was also a delegate at the meeting and we wanted our daughter to learn a bit about democracy. I would like to do it again but probably without the child. It's good to hear about the different issues that people are dealing with. While we in higher ed know our issues, it was great to see my daughter's third grade teacher

(continued on p.6)

(Asha Nadkarni, continued)

participating with her issues and to see how the whole meeting delegation supported all groups.

C: We will be bargaining again soon. What are some things that should be brought to the table?

AN: I'm on our departmental PC and we're calculating merit increases for the future. I fall on the side of more for across the board raises as opposed to more merit. I'd like to see that clarified in the next contract. Another thing is to return to the gender equity study that MSP did that showed the fall-off between associate and full levels for women who take on a lot of service. I wonder if it would be possible to get something codified in our contract about the need to pay attention to disparities based on gender, and maybe add language specific to mentoring, both of pre-tenure and of associate level faculty.

C: What do you see as the importance of the MSP to you and to the campus?

AN: I didn't really have that much experience with unions before coming here and so for me it's been tremendously important to be involved with MSP from early on in my career. What's really important about MSP is the sense that there's a community of people who can bond together when things happen; for instance, fighting against what the former Provost tried to do. She was used to doing what she wanted to do, and had successfully changed things at a bunch of places, but it didn't really fly here. That was just one instance that showed the ability of the collective to take on power and to fight for what's right against the things that power might want to do. I talk to people at other campuses where they have no recourse or protection, and I cannot imagine what our campus would look like without MSP. ■

(Librarian Language, continued)

required for continuing appointment and promotion to Librarian IV and V. Because the Libraries function as a department, this detail is in the contract as opposed to faculty department bylaws. Additional language changes to sections covering librarians provide for automatic delay of continuing appointment review due to parental leave, corrected sick leave and sabbatical time accrual, and updates to administration job titles (Dean, Associate Dean) and online (APWS) review process timetables. Librarians conferred about their interpretations of the contract in their Librarians' Council meetings, and the language changes reflect their consensus about expectations and standards. ■

(Anomaly Process, continued)

Under the new process, individuals will no longer need to self-identify to be considered for a salary adjustment. Furthermore, DPCs will not be responsible for making recommendations based on inaccurate and/or missing data. The salary equity adjustment committee ultimately will be doing an analysis of every bargaining unit member's salary history and applying the analysis formula they develop to identify inequities. A central pool of not less than \$200k has been earmarked for distribution annually to adjust salary inequities. Every effort will be made to de-identify the salary data that are analyzed in order to reduce the possibility of bias, unintentional or not, during the review process both for those faculty and librarians who are recommended to receive adjustments as well as for their comparators. The joint MSP administration committee will meet at the end of March once data has been collected. The hope is to have the new system in place for next academic year. In the meantime, the old anomaly process has been used this academic year to address any identified salary inequities. We will keep you informed of progress in this important and detailed effort. ■

A	Y	E	V
L	M	E	A
O	I	S	K
R	G	C	P

THE MSP PUZZLE

Last issue's puzzle was hard. Apologies for that. The task was to first un-jumble six words and then arrange circled letters to solve a phrase. The six words were "EarN", "sImMer", "PaRSley", "WEatHer", "sWAlLow" and "caLIbrATe" where the upper case letters were the ones circled. These can be rearranged to make the phrase "WE ARE ALL IN WITH MSP". There were no entries for this puzzle. Oh well. Maybe this time.

Your task for this issue's puzzle is to do a word jumble like the board game Boggle. The array above contains at least 92 answers that are in relatively common usage. Answers are gotten by linking adjacent squares, including diagonal connections, to make words. For example, starting at top right and then moving down, diagonal down-left and then up spells VASE. Individual squares can be used only once per answer and answers must be 3 letters or more in length. Your job is to find the six answers in the jumble that are specific to our local union. You can find all six of the answers on the MSP website (if you know where to look).

The first reader to submit the six answers by April 1, 2019 (no foolin') will win a retail meal dining coupon. Send your entry to MSPpuzzle@gmail.com. Open to MSP members. Decision of the judge is final. You can't win unless you enter!

Fund Our Future Kickoff

On January 30th, over 50 MSP members joined members of all other UMass unions and students in a packed Amherst Room for the Fund Our Future Kickoff. We learned about the Cherish Act, heard from Jo Comerford's office and from Max Page, Vice President of the MTA. At each table we brainstormed priorities for more funding such as lower tuition and fees, more full-time faculty, and staff and student debt relief. The images here show some of the good work that was done.



Photo credits this issue include Eric Berlin, Judi Labranche, Tim Richards, Raz Sibii, John Solem, Stan Stevens and the Department of English website.



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