

In the last round of bargaining, the MSP negotiated two important changes to the Collective Bargaining Agreement (CBA) to improve equity on campus. The full description of the changes can be found in Article 5.8 of the [CBA](#), “Pre-Hire and Exit Interviews.” We want to be sure that all our members are aware to send all incoming and outgoing faculty and librarians to meet with the MSP.

Pre-Hire: There is plentiful evidence from research on negotiation biases that women, faculty of color, and other marginalized faculty continue to bear the brunt of lower starting salaries and start-up packages. As such, “the Administration shall encourage all search committees to refer candidates to the MSP as a resource as soon as they are offered a position.” Unfortunately, this is still a well-kept secret! If you are on a faculty or librarian search committee, please let your successful candidates know that we can help them navigate the process. Encourage them to contact us at msp@umass.edu once they have an offer.

Exit Interviews: When faculty and librarians leave UMass for any reason, the MSP is conducting exit interviews. We hope to identify trends and patterns regarding concerns about the workplace environment and other issues, to help inform future retention strategies and initiatives. If you are leaving UMass, please contact the [MSP](#) to schedule a confidential exit interview. Once a year, the MSP will share a summary of the information we collect with the Provost’s Office and Office of Faculty Development. Data will be shared in aggregate and no names of individuals will be included in this summary.