

11/19/21 [AllUnit] MSP Bargaining Update

The MSP Bargaining Team has been at the (virtual) bargaining table on a weekly basis, and we have continued to advance proposals that we believe are not only reasonable, but feasible, and good for UMass. The fact that we have not been sending weekly bargaining updates reflects our difficulty in making substantial progress with the administration. In other words, we haven't had a lot to report.

In the hope of getting some movement on issues that matter to the membership, we have been putting our proposals into issue-based "packages." This means we are bundling our proposals (or modified versions) with administration proposals we feel we can accept. So far we have engaged in some back and forth on Non-Tenure-Track Equity issues (you can find further details on that [here](#).) We have exchanged proposals on salary and benefits (as we discussed at our last membership meeting [here](#)) but we plan to discuss these in more detail in future bargaining sessions.

Today we presented a Gender and Racial Equity package. We put the following proposals on the table ([here](#) are more details):

1. **Equitable Workload process:** Each department or program shall define an equitable workload process. This process shall establish a median teaching load, address race and gender equity in a way that does not burden non-tenure-track faculty or any other group, and create a system of awarding course releases for high levels of service and mentoring.
2. **Holistic Teaching Evaluations:** Develop a system of evaluating teaching that includes input from three sources: the instructor, their students, and their peers.
3. **Linked Pathway Hires:** Create multiple (three at a time) linked tenure-track or librarian hires to increase the representation of women (in fields where they are underrepresented) and underrepresented minorities. These hires shall be open rank, to recruit faculty and librarians at different stages, and they shall not be joint appointments.
4. **Access to Childcare and Expansion to The Center for Early Education and Care (CEEC):** Form a joint Task Force charged with expanding access to high-quality childcare for faculty, staff, and students.
5. **Increase Access to Childcare and Elder Care Funds:** Expand the childcare and elder care assistance funds to \$300,000 per year.
6. **Pay Equity:** Increase the central pool for equity adjustments to \$600,000; perform an equity review of recent hires every three years; preemptively retain women and people of color who may be underpaid and potential flight risks; and address pay disparities between predominantly female and predominantly male fields. In addition, institute pre-hire interviews with MSP to advise about salary negotiations and about the collective bargaining agreement and its attendant rights. Conduct confidential exit interviews for faculty leaving UMass.

7. **Facilitate Promotion to Full:** Create the McCarthy Fellowship, a mid-career release to facilitate the promotion of women and underrepresented groups from Associate to Full Professor.
8. **Equity in Fellowship Awards:** When a faculty member is awarded a fellowship to support their research and/or teaching, such as a Fulbright, Guggenheim, Institute for Advanced Study, ACLS, or others, the university will enable and support the individual to accept the award.
9. **Equity in Sabbatical Credits:** Modify Appendix C such that every semester of work provides one semester of credit toward a sabbatical.
10. **Equity in Access to Parental Leave and the Sick Leave Bank:** Make all state-funded bargaining unit members eligible for parental leave and the Sick Leave Bank upon hire.
11. **Equity in Librarian Opportunities:** Make librarians eligible for all internal UMass faculty funding and seminar opportunities available to NTT faculty.

The administration has not agreed to any of these proposals. The only proposal from the administration related to equity is to create a **Mandatory Anti-Bias Training** for all faculty and librarians.

This is the fourth time we have presented our gender and race equity proposals and we are disappointed not to have any progress to report. Although the administration's team has engaged in some discussion around details of our proposals, we have not received a substantial response or any movement on equity issues. The strongest message we are getting from the administration is that we have too many proposals on the table and just need to take them off and settle.

The administration's negotiating team is:

- Dean Tricia Serio
- Dean Barbara Krauthamer
- Associate Dean Jennifer Lundquist
- Jocelyn Tedisky
- Sophie Stevenson
- Vice Provost Michael Eagen as chief negotiator

Given the administrators' stated commitment to race and gender equity, we are puzzled by our inability to get movement on issues that concern us all.

In two weeks we will talk about issues related to online education, the academic calendar, and climate justice -- and then salary issues. If the administration is not willing to reach agreement on some of these issues, we'll be looking to our members for help persuading them that our proposals are not only good for faculty and librarians, but for our students, the university, and the wider community.

In solidarity,

Eve Weinbaum, Marc Liberatore, Jacquie Kurland, Asha Nadkarni, Lori Reardon, K. Zdepski, with Mickey Gallagher as chief negotiator

