

8/14/17

We have reached a (tentative) agreement with the Administration on Non-Tenure Track (NTT) service (and scholarship) and a procedure for Senior Lecturer IIs to receive a reduced teaching load for service or scholarship.

For many years, we have been trying to reduce the teaching load for NTTs. The administration has agreed that full-time Senior Lecturer II's may apply for two-year positions where they would receive a 3/4 or 4/3 teaching load, while remaining at 100% time, if these NTTs perform more substantial service (and/or scholarship). Someone on such an appointment will be evaluated for service (and/or scholarship). These appointments will be at the discretion of the Dean (and of course, must be agreeable to the faculty member).

Although we tried to get much more than this, and while the Administration acknowledged the desirability of such appointments, in part to help ease the heavy service load on tenure stream faculty, given the difficult budget situation, we were not able to get more than this procedure for reducing the teaching load for some NTTs. But it is a victory that this will now be in the contract and that there is now a procedure for reducing the teaching load for Senior Lecturer IIs.

To get this, we agreed to resolve the issue of service requirements for NTTs. To understand this resolution, we need to consider both the history and current status of NTT service. When NTTs were first able to achieve benefitted status in 1998, part of the agreement was that benefitted NTTs might be assigned a small amount of service, in order to justify their slightly higher salary rate, if this service was stipulated in their individual contracts. However, most NTT faculty were never issued individual contracts, particularly in CLA, so they were technically not required to perform any service; moreover, this language stipulating that service could be required if in their individual contracts was removed in the last collective agreement.

As a result, some chairs and departments have maintained that NTT service is required, and have assigned it, while others understand it to be voluntary. At present there are a number of NTTs performing more substantial service, including serving on departmental committees, with some believing it to be voluntary and others thinking that it is mandatory. And other NTTs are currently performing little or no service—depending on precisely how service is defined.

Last year, the Administration began asserting in Senior Lecturer reviews that NTT service is mandatory, despite the lack of language in the bargaining agreement to justify this. The FSU filed a grievance and reached a settlement agreement with the Administration that NTT service would be treated on a “help not hurt” basis in reviews in the present year (see [here](#) for more information). The settlement agreement also required the parties (FSU and the Administration) to address the issue of service requirements for non-tenure track faculty during this current round of bargaining.

And, to complicate matters all the more, because of the ongoing budget woes, throughout bargaining the Administration has generally sought to avoid commitments to any increases in spending.

In seeking to devise policies that would satisfy our NTT members, both those with an established pattern of performing service and those without one, we developed the following principles:

Since some NTTs faculty enjoy performing service and want to continue to do so, we wanted these faculty to continue to be able to do so. We also believe that it is generally beneficial for NTTs to perform

at least some service, since this produces a more meaningful relationship with their department. Complete lack of service is alienating—it corresponds to the role of a purely adjunct teacher.

However, we also sought to avoid imposing a requirement of sizeable new duties on those who already have heavy work-loads.

We also sought to insure that any substantial service would involve some formal recognition and reward, which is for the most part not true at present. (NTT scholarship is also currently not formally recognized or rewarded).

And finally, we believe that it is beneficial for NTTs collectively if at least some NTTs are able to participate in committee work in their departments, and also at the college and university levels. This will allow NTTs to have influence in faculty governance matters, such as departmental curriculum.

Despite the complexity and difficulty of the situation, we have been able to reach the following agreements, which satisfy these principles:

First, partly by way of concession to the Administration, Lecturers, Senior Lecturers, and Senior Lecturer II's who are half-time or greater will be required to do limited, "basic" service such as some student advising or attending departmental meetings, or representing the department at Welcome Days or similar events. NTTs will consult with their chairs to determine what their service will be. (Note that this is disjunctive—these are options and the faculty would only do one, not more than of these). The agreement also specifies that the "workload shall be such that he or she can reasonably be expected to discharge the assigned responsibilities within the percentage of time specified in the individual's contract"—so there is not an increased workload. And there are protections connecting service with the modality of instruction, so those who teach on-line might be asked to Skype in to meetings rather than being required to come to campus.

This satisfies our principles in that it is not a substantial additional burden—this is a very limited set of duties, with options, and no increased workload. Most of the relevant faculty already satisfy this requirement. This also helps achieve lack of alienation—these are meaningful roles, and, for those who attend departmental meetings, this allows for some participation in departmental governance.

We also got agreement that any more substantial service, e.g., advising a larger number of students or performing committee work, is voluntary. Such additional voluntary service will qualify for B pool merit, thus potentially resulting in salary increases. (B pool merit is not based on competition among department members but is rather awarded by the Dean, with recommendations made by the department). NTT scholarship will similarly qualify for B pool merit awards.

Such voluntary additional service will be counted positively in Senior Lecturer and Senior Lecturer II promotional reviews, but lack of it will not count against the candidate, thus "help not hurt" for additional service beyond the basic.

This satisfies our principles since this additional service is voluntary rather than imposed and it also qualifies for several types of rewards.

The agreement that Full-time Senior Lecturer II's may apply for 2 year positions where they would receive a 3/4 or 4/3 teaching load for more substantial service (and/or scholarship) duties at the discretion of the Dean satisfies our principles since the service (or scholarship) in question is directly

compensated, with a corresponding work-load reduction. And NTT on these kind of appointments should be able to serve on committees that involve governance.

In summary, the new agreements are:

No service is required for Associate Lecturers and those less than 50% time.

“Basic” service is required for all other NTTs, typically attending departmental meetings, attending welcome day, or doing some advising (see above).

Additional service beyond this basic level is purely voluntary. Those who choose to perform it qualify for consideration for B pool merit for this work, and similarly for NTT scholarship. And voluntary additional service will also be considered on a “help not hurt” basis for promotions.

All full-time Senior Lecturer II’s are eligible to apply for a 2-year appointment at a slightly reduced teaching load of 3/4 (or 4/3), where duties include performance of service (and/or scholarship).

From the FSU Bargaining Team:

Caroline Coscia, Senior Lecturer, Political Science
John Hess, Senior Lecturer II, American Studies/English
Larry Kaye, Senior Lecturer II, Philosophy
Marlene Kim, Professor, Economics
Askold Melnyczuk, Associate Professor, English
Tina Mullins, Librarian III

FSU/MTA Staff:

Mickey Gallagher, MTA Consultant
Lorenzo Nencioli, FSU Membership Coordinator

6/1/17

Since our last update, we have met with the Administration three times, twice to discuss Clinical Nursing faculty proposals and once to discuss Librarian proposals. Needless to say, no agreement on either proposal has yet been reached though we remain engaged on both issues.

With the end of the semester passing without a tentative agreement on the successor contract, the FSU team continues to bargain with the administration. However, we have agreed that we will do limited bargaining during the summer over only a few items currently on the table: NTT, CAPS, Librarians, and Clinical Nursing faculty. In addition, we have yet to hear from the Administration regarding their proposals for salary increases. We anticipate that bargaining over all other matters will continue into fall 17 and will keep you apprised of any progress during the summer months.

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5/4/17

As the semester comes to an end the FSU bargaining team continues bargaining with the administration. Below is a status update on the numerous issues we are currently discussing at the table:

Salary Increases - The state still has not released budget details which guide all economic proposals from the University system. As we previously reported, the FSU, in coalition with all other higher education bargaining units, proposed 3% across the board salary increases, 1% merit, and a one-time \$1000 payment on salary base to make up for the recent changes in our health insurance plans. We are also working closely with the coalition of state worker unions that represent state employees in all bargaining units organized in Massachusetts to assure the economic parameters are set at the highest level possible.

Tenure Track Faculty - We continue to raise the issue of the need for a Research Intensive Semester (RIS) for pre-tenure faculty and are negotiating a Phased Retirement option. To date the administration has refused to entertain the RIS. We do have movement on our Phased Retirement proposal and are optimistic we can secure an agreement on this benefit. The team met with faculty concerned about the need for a RIS, and we continue to work with this group. Let us know if you want to be part of this effort.

Non-Tenure Track Faculty - The team continues to pursue an agreement that acknowledges the service and scholarship efforts of NTT faculty.

Working conditions - We held a bargaining support meeting to discuss working conditions and the status of our working conditions proposal. Let us know if you want to be part of this effort.

Distance Education – Recently, the parties had our first discussion regarding distance education. We expect to have agreement on an expanded version of course creation policies and options.

Clinical Nursing Faculty – The FSU presented a comprehensive proposal on behalf of these faculty. Our proposal covers promotional criteria/process and workload specific to clinical nursing faculty.

Academic Freedom – We counter-proposed no changes in the current contract language.

Faculty absences - We declined adding language in the contract that requires faculty to obtain approval from their chairs for planned absences and their plan for alternative compensatory work for these absences.

Librarians - We submitted our proposal to the administration and are waiting for their response. We expect to be negotiating this with the administration soon.

As the Spring semester draws to an end, the FSU is working closely with the UMass Bargaining Unit Coalition to strategize our collective efforts over the summer months to assure a strong bargaining position when we finally receive economic parameters. Through this group we are coordinating our efforts to enhance the current tuition waiver/fee policy.

3/24/17

Dear Colleagues,

Here is the latest on bargaining:

- **Salary:** The FSU proposed a 3% salary increase each year of the contract plus \$1000 flat increase to offset health insurance cost increases, plus an additional 1% merit pool.
- **NTT Service and Scholarship:** We had proposed that full-time appointments for certain NTTs (possibly Senior Lecturers and/or Senior Lecturer II's) would include a 3/3 teaching load plus 25% scholarship and/or service. For other NTT faculty who are benefitted, we had proposed that while service should be treated as optional, it should be voluntary and 'help not hurt' in merit and promotion considerations. The Administration rejected these proposals.
- **The FSU proposed the following package to the Administration to settle some outstanding issues:**
In exchange for us allowing the administration to keep unspent Research and Educational Support (RES) and FSU travel funds this academic year towards reducing the budget deficit, the administration would—
 - Agree to our NTT service and scholarship proposals (see above)
 - Agree to implement a junior faculty research intensive semester or difference in pay sabbatical (see previous update on these; either would allow for a junior faculty sabbatical)
 - Agree to keep the FSU course releases for union work (they want to eliminate one)***The Administration rejected this proposal and said they can take needed funds for the deficit from departments.***
- **Annual Evaluation of Faculty:** The Administration has proposed to require that all faculty must complete an Annual Faculty Report (AFR) (currently you must do so to receive merit pay). They also proposed language that would increase the length of time student and teaching evaluations can be kept on file by departments (currently, departments may keep these for 6 years).

From the FSU Bargaining Team:

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3/6/17

We’ve met with the Administration many times since the last update:

- **Salaries:** We will be bargaining these soon.
- **Research Intensive Semester for junior faculty:** We proposed a junior faculty sabbatical (research intensive semester) for pre-tenure track faculty. The Administration opposed this for budgetary reasons.
- **Difference in pay leave:** We proposed a leave that would allow an additional form of sabbatical (faculty would choose between this or the existing sabbatical and leaves) for tenure track faculty that could be a teaching free or reduced teaching (faculty’s choice) semester every three years. Faculty would be paid the difference between their current salary and the lowest Associate Lecturer salary. This would allow for junior faculty to take a reduced teaching load at no or low cost. The Administration opposed this proposal (saying we already have a great sabbatical policy and that the leave for junior faculty would cost money) and refused to offer a counter proposal (even one that in their view was cost neutral).
- **Late career options:** We proposed phased and partial retirement options for our members, based on a 2010 labor-management committee recommendation. The Administration is interested in the phased retirement option (reducing your time with a corresponding reduction in salary before retirement) similar to what UMass Amherst has, which we continue to negotiate.
- **Academic Freedom:** The Administration wants to add language in Article 8.3 and 8.4 [here](#). In turn, the FSU would add the language in red in 8.2. We said that faculty are fearful that this language is too vague and may be used more broadly against us. They are re-working the language. Your input on these changes is important.
- **Approval of chair for absences:** The Administration wants faculty to obtain preapproval from their chairs for planned absences and compensatory meetings/assignments during the semester, which must be noted on their syllabi. We told the Administration that we do not want this in the contract. Let us know your thoughts.
- **Changes in workload, tenure standards:** The Administration has proposed to eliminate language that states
 - that tenure and promotion standards must remain the same during the three-year bargaining contract (but these standards can be re-negotiated during bargained).

- that average faculty workload practices of departments/programs in the recent past cannot change during the three-year bargaining contract (but these can be re-negotiated during bargaining).
- We have objected to making these changes in the contract.
- **NTT Service and Scholarship:** We proposed full-time appointments for certain NTTs (possibly Senior Lecturers and/or Senior Lecturer II's) that would include a 3/3 teaching load plus 25% scholarship and/or service. For other NTT faculty who are benefitted, we have proposed that while service should be treated as optional, it should be encouraged and rewarded with several incentives. We are waiting for a response from the Administration.
- **Emeritus Status for Senior Lecturers:** We proposed that Senior Lecturers be able to have the title and privileges of Emeritus status. The Administration says that this title is a Board of Trustee title only for retired full professors, and that all faculty maintain their email accounts and library privileges upon retirement.
- **Longevity Pay:** The FSU proposed to increase this payment, based on years of service and paid upon retirement. The Administration rejected this proposal citing the budget crisis.
- **Professor 2:** We proposed an additional rank of Professor 2 after promotion to Professor. The Administration is interested in pursuing this in another bargaining round (when there is not a budget crisis).
- **Working conditions:** We proposed that bargaining unit members have access to an office with a desk and chairs, space to provide confidentiality when meeting with students, and a university provided computer and access to a printer, as well as adequate resources to perform our teaching, research, and scholarship. The Administration rejected this proposal.
- **Class Size:** We proposed that any increase in class sizes or class size minimums must have a corresponding decrease in work in other areas of unit member responsibility such that the overall workload does not increase. The Administration rejected this proposal.
- **Class Schedule Times-** We proposed to eliminate MWF class times and have classes be scheduled for once or twice a week only. The Administration says that departments can already do this by talking to their colleges, and they do not want to mandate this in the contract.
- **Union work:** The Administration wants to reduce the number of course load reductions (CLRs) for union work and to disallow banking CLRs for this work. This will hurt our ability to provide services to you.
- **AFRS:** The Administration wants to require faculty to complete these.
- **Waivers for student letters on promotions:** The Administration does not want students' names to appear on the table of contents in promotion materials (currently, faculty have the right to see the names of all letter writers, including students, even if they waived their right to read the letters).
- **Librarians:** We proposed clarifying the process for flexible work options and a flexible work week, addressing compensation issues related to increased workload, creating a process for title and compensation changes when the nature of an individual librarian's workload changes significantly, counting family leave as accrued time for promotional purposes, and formalizing the content of the librarian annual review. The Administration has not yet responded.
- **CAPS:** See the prior update on this.
- **Distance Learning:** We have not bargained this yet.
- **Clinical Nursing Faculty:** We gave the Administration our proposals that clarify workload and appointment, reappointment, and promotional criteria and procedures.

Sincerely,
Marlene Kim
FSU President and Professor, Economics

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1/13/17

Dear Colleague,

The FSU and Administration have formally begun bargaining for a successor agreement to the 2014-17 contract (final language for the 14-17 contract has finally been completed; you can see the contract at the FSU [website](#)). We have also concluded settlement talks on the previous Article 21 contract conversion issues. (an update can be seen [here](#); see [here](#) for final Article 21 language as well as the memorandum of understanding concerning the Article 21 settlement).

The members of the FSU bargaining team are:

Caroline Coscia, Senior Lecturer, Political Science
John Hess, Senior Lecturer II, English/American Studies
Larry Kaye, Senior Lecturer II, Philosophy
Marlene Kim, Professor, Economics
Askold Melnyczuk, Associate Professor, English
Tina Mullins, Librarian III

Staff Assistance:

Lorenzo Nencioli, FSU Membership Coordinator
Mickey Gallagher, MTA Consultant

We have met with the Administration a few times and have given them proposals on the following:

1. Class Size- We are proposing that any increase in class sizes or class size minimums must have a corresponding decrease in work in other areas of unit member responsibility such that the overall workload does not increase.
2. CAPS- We are proposing to increase Summer/Winter compensation rates to keep them in line with Fall/Spring rates; we are proposing clarifying language to maintain seniority rights for Summer/Winter faculty; we are proposing to codify in contract language CAPS' compensation practices for both over enrolled and under enrolled courses; and we are proposing new language on fall/spring CAPS course assignments that is in line with the (new) Article 21.
3. Difference in Paid Leave (i.e. Sabbatical Gap)- We are proposing an additional form of sabbatical for tenure track faculty that would allow a teaching free semester every 3 years.

4. NTT Service and Scholarship- We are proposing full-time appointments for certain NTT (possibly Senior Lecturers and/or Senior Lecturer II's) that would include a 3/3 teaching load plus 25% scholarship and/or service. And we are seeking to clarify the status of service for all other NTT faculty.
5. Research Intensive Semester- We are proposing one research intensive semester for pre-tenure track faculty (to be achieved via the granting of additional course releases).
6. Late Career Options- We have proposed late career possibilities for tenure track faculty including phased retirement options and partial retirement options.
7. Longevity Pay- We are proposing to increase the amount of the payment (a payment based on years of service given to unit members upon retirement)

We intend to negotiate over a number of other subjects including distance learning, clinical nursing non-tenure track faculty, librarians, as well as additional NTT issues (proposals on these subjects will be formulated in conjunction with the bargaining survey which we expect to send to members shortly).

The Administration has indicated to us that, due to the UMB budget crisis, they cannot consider proposals that will have a budgetary impact. We received and anticipate continuing push back to the bulk of our proposals. Once we get a clearer picture of exactly where Admin stands in this regard we will engage with members on how to proceed. We will be meeting with the Administration between now and the start of the Spring semester and we will continue to update members on the progress of negotiations.

Sincerely,
Marlene Kim
FSU President and Professor, Economics

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