

## MSP Board Meeting

October 11, 2023

**Board:** Marc Liberatore, Eve Weinbaum, Sigrid Schmalzer, Kate Hudson, Madeleine Charney, Kevin Young, Asha Nadkarni, John Studemayer, Tristram Seidler, Jeanne Brunner, Josh Michal, Clare Hammonds, Emily Heaphy, Michael Ash, Jenny Adams, Jacquie Kurland, Laurie Francis, Brokk Toggerson, Toissant Losier

**Staff:** Brian Hennigan, Katie Durso, Lori Reardon

- 1. Meeting with the Chancellor** - discussed how we view our commitment to equity, how it has played out in bargaining, and future goals. Also described the pay equity process. Seems committed to the “market” as a way to determine salaries. A few good signs - he asked us to think about what workload would look if we were fully staffed? Re: childcare, we need to build for the long term. We’re coming from different places about equity and the need for resources. We have our work cut out for us to educate new folks about how we do things.
- 2. Updating the Bylaws for Co-Presidents** - minimal changes to update the bylaws to recognize non-co-terminus co-presidents. (We will do a deeper dive into the bylaws at a future time.) These changes have been reviewed by the Officers, and we want them to be ready for the General Assembly for a vote. For this time - both co-presidents’ terms will be ending this year - for one time we’ll have to have a shorter term (1-2 years) for one of the co-presidents. Importance of having folks who can work together, and how to create a process to support a good working relationship. Discussed importance of having both NTT and TT faculty represented. Brokk made motion to approve, Jeanne seconded. Approved unanimously to present to the membership at the general assembly.
- 3. Parameters Planning and Statewide Coalition** - Last year MTA took a leadership role with statewide unions. Historically it’s been NAGE. We signed petitions, held events on campus and in Boston pushing that we needed parameters that met the cost of living. MTA calculated that we needed 20% to account for COL and we pushed back against lower parameters. This was a big change in how it’s been done in the past. Some parts of the coalition want a two-year contract. We’re pushing for parameters up front - others feel that once the economic aspects are decided there is no ability to negotiate for other things. How to use Cherish Act \$\$ to bolster increased compensation so that we can recruit and retain high quality faculty, librarians, and staff. We are planning a hearing on campus in early 2024.
- 4. Childcare Committee Organizing** - what are people thinking? Waitlist for 15-month-old at UMass Amherst is two years. Peer institutions have much more generous approaches to childcare. Big impact on equity, recruitment, retention. Reach out to folks who may be interested in pushing this strategic priority.
- 5. New Member Conversation Progress Reports** - a lot of folks who have been doing a lot of contacts. Continuing to follow up.
- 6. AI Forum** - coming up Nov. 3 @ noon