

## 4/16/2021 Allunit: Bargaining Update

Dear all,

We write with the latest from the bargaining table, where we met with the Administration today to work on the Covid-19-related Memorandum of Agreement.

We are happy to report that we have finally reached agreement about the use of the SRTI in the spring 2021 semester:

- Academic departments may elect to administer either the SRTI \*or\* Forward Focus student evaluation instruments this semester;
- The evaluations will not be compared with any past or future student evaluations;
- Faculty cannot be harmed by the results; no adverse personnel action shall be based on the Spring 2021 student evaluations.

We continue to clash with the Administration about several issues of serious concern:

1) Who decides the curriculum? In the past, departments/programs decided which courses would be taught each semester, and in what modality; department chairs/heads consulted with faculty when determining the plan. Now, the administration wants to take that right away from chairs/heads and allow only deans or provosts to make these decisions. This is a threat to faculty governance and departmental autonomy. It also contradicts the Flexible Learning Task Force report that says that our curriculum should be *student-centered and faculty-driven*: “decisions about which courses and programs are best suited to a flexible-learning approach are key decisions to be made by a department and its faculty.”

2) Automatic tenure decision year (TDY) delays. All pre-tenure faculty must receive the extension of time warranted by pandemic-related constraints including the cessation of research and the increase in caregiving obligations. Obligating individual faculty members to apply for delays will only increase existing inequities.

3) Some form of workload adjustment for faculty and librarians whose work increased due to Covid-19 health and safety protocols to accommodate in-person student instruction and services. We must also have accommodations

in place for anyone unable to return to campus in the fall, for medical or childcare reasons, if the effects of the pandemic persist.

We hope to wrap up these issues and move to bargaining the successor agreement as soon as possible. This is our list of [Bargaining Principles](#). **If you would like to speak at the bargaining table about any of these issues, please either fill out this [form](#) or email us at [msp@umass.edu](mailto:msp@umass.edu).**

In solidarity,

Eve Weinbaum, Marc Liberatore, Jacquie Kurland, Asha Nadkarni, Kate Zdepski, Mickey Gallagher, and Lori Reardon, with Heather LaPenn as chief negotiator