



# MSP Chronicle

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**Massachusetts Society of Professors**  
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## MSP NEEDS VOLUNTEERS

Your participation is crucial to an effective, efficient, and influential union. Over the next month, there will be a number of opportunities to help carry out the actions and goals that members outlined at the MSP retreat earlier this semester. We know that the loss of tenure-track faculty has increased everyone's workload, especially in the area of service. (See Dan Clawson's report on faculty losses in this issue). However, if everyone agreed to only one day of union-sponsored activity, MSP would have the voice that we deserve as the largest local chapter of the strongest educational union in the State. Currently, we have identified the following goals for the MSP: 1) getting the rest of our contract funded (including retro pay and professional development money), 2) bargaining a strong contract for faculty and librarians, 3) working to increase funding for the University, and 4) strengthening our own organization. Whether or not we achieve these goals depends on you. Here are some specific ways you can help this month:

- Sign up *now* to join 70 students for the April 14<sup>th</sup> Statehouse Lobby Day.
- Sign up *now* to be one of 19 delegates to the MTA Annual Meeting on May 21-22.
- Sign up to work two hours at the State Democratic Convention being held on campus May 8.
- Sign up to be a department rep if your department has only one, or fewer.
- Sign up to be nominated for a seat on the MSP Board, which still has vacancies.
- Sign up to contact and develop relationships with key legislators in the state.

These are our areas of "critical need" in the coming months, and you can find more specific information about the convention, lobby day, and annual meeting in this issue.

We are also currently looking for faculty members who would be willing to serve as mentors for newer faculty or to serve as case-workers for faculty members seeking confidential advice and support around particular issues. Please call or email MSP at [msp@external.umass.edu](mailto:msp@external.umass.edu) and let us know how you can help. Your continuing support is appreciated.

Jenny Spencer

## STATE HOUSE LOBBY DATE APRIL 14<sup>TH</sup>

Concerned about the three R's (raises, retro, retirees)? This is the time to go make our case to the legislature. On Wednesday, April 14, MSP will revive the campus-wide lobby day tradition by sending two buses to Boston, leaving Haigis Mall no later than 8:30 a.m. and returning before 5:00 p.m. That same day, the House is expected to release its 2005 budget. We want to make sure that the promised retro payments are not forgotten as well as to make the case for a university budget that will enable us to recover from the devastating cuts of recent years.

To sign up, email or call ([msp@external.umass.edu](mailto:msp@external.umass.edu) or 545-2206). Please sign up even if you plan to drive yourself to Boston so we can get you essential information. Seventy undergrads have already signed on, so we need faculty and other campus workers to step to the plate.

We will be making appointments with legislators for April 14, but if you have legislators you have lobbied in the past, or a personal relationship with any legislator (other than our own), please try to call and make your own appointment. MSP's long-term goal is to establish an ongoing, productive relationship with every legislator in the state. You can help us make this happen. For more information about current budget issues, check the new MSP web forum at [www.umassmsp.org](http://www.umassmsp.org)



## MSP CALENDAR

### Friday, April 9:

MSP Bargaining Training  
2 p.m., Campus Center 903

### Wednesday, April 14:

MSP State House LOBBY DAY  
Buses leave at 8:30 a.m. from Haigis  
Mall  
(MSP Officers Meeting cancelled)

### Monday, April 19: Patriots Day Holiday

Deadline to volunteer to be an MTA  
Annual Meeting Delegate (May 21 - 22)

### Wednesday, April 21:

MSP Executive Board  
8:45 a.m., CC 917

### Monday, April 26:

HEUU Meeting (Higher Ed Unions  
United)  
1 p.m., MTA Auburn Office

### Wednesday, April 28:

MSP Officers Meeting  
9 a.m., 121 Hampshire House

### Thursday, April 29:

MSP MEMBERSHIP MEETING  
3 p.m., Campus Center 917

### Monday, May 3:

MTA Annual Pre-Convention Meeting  
5 p.m., Mullins Center

### Wednesday, May 5:

MSP Executive Board  
8:45 a.m., Campus Center 917

### Wednesday, May 5:

UMass Board of Trustees Meeting  
9:15 a.m., UMass/Amherst

### Wednesday, May 5:

MSP Forum on Higher Education  
(Speaker: Robert Paul Wolff)  
4 p.m., Campus Center 101

### Friday, May 7:

Reception for Delegates & Legislators  
8 p.m., Campus Center

### Saturday, May 8:

Massachusetts Democratic State  
Convention  
Labor Breakfast, 7-9 a.m., Mullins  
Center

### Wednesday, May 12:

MSP Officers Meeting  
9 a.m., 121 Hampshire House

### Friday, May 21-22

MTA Annual Meeting of Delegates  
Hynes Convention Center/Boston

## MTA ANNUAL MEETING SEEKING DELEGATES

The support of MTA in getting our contracts funded was crucial. MSP needs to continue to strengthen our relationship with the MTA, which at 98,000 members is a strong organization that can promote our higher education message. MSP is allowed to send 19 delegates to the MTA annual meeting in Boston on May 21-22. We need faculty and librarians for these important networking and strategic positions. We also hope to make it a fun social event by arranging a get together with MSP folks from UMass Boston. The MSP will pay for a hotel night on Friday May 21, as well as parking and expenses for its delegates.

Annual meeting delegates have a unique opportunity to network with educators across the state and be briefed on what is happening in the state, and nationwide. They also have a chance to meet and thank educators across the state for their help with our contract campaign. The meeting begins on Friday, May 21 at 12:30pm and goes until business is finished on Saturday, usually before 2pm. There is also a Higher Ed Caucus meeting at 8am on Saturday morning. Delegates are encouraged to volunteer even if they can only drive up for Saturday session.

To volunteer and reserve your hotel, contact Dean Robinson, deanr@polsci.umass.edu, 5-0406, or Isabel Espinal, iespinal@library.umass.edu, 5-6817 ASAP. **The MSP Office needs to make hotel reservations by April 21.**

## GIC CHANGES YOUR HEALTH COVERAGE. . .

The Group Insurance Commission (GIC) that handles the health insurance for all state employees met last month and made a number of changes to our current coverage. Specifically, GIC will discontinue Commonwealth PPO, Harvard Pilgrim Health Care, and Tufts Health Plan. If you are enrolled in one of these plans, **you must select a new plan by Friday, May 14.** The current plans will end as of July 1, 2004, but the annual open enrollment to change plans ends May 14. If you do not select a new plan, your plan will be automatically converted to a GIC-selected plan. In many cases, the new policy may be better than the old. However, if you do not exercise your option to choose, you may be assigned to a plan that **costs you more money next year.** You also need to be sure that your preferred physician is covered by any new plan.

### SO ATTEND THE HEALTH FAIR!

At UMASS/ Amherst, the health fair is scheduled from 10am-2pm on Tuesday, April 27 in the Student Union Ballroom. Because of the changes outlined above, attending this fair is more important than it has been in a decade. Representatives from all the plans available will be on hand to answer your questions. You can also go to the Mass.gov website and search for GIC, which has posted all the new information.

### ONE-TIME LIFE INSURANCE OPPORTUNITY

This year, for the first time since 1988, there will be an open enrollment for optional life insurance or increased coverage for an amount up to four times your salary **without proof of good health.** Coverage is effective Oct. 1, 2004. This is a good opportunity for those who have applied for an optional life insurance and been denied, or for those whose health status may have changed since first signing on.

Also during this time, those with optional life insurance with "smoker status" who have been tobacco-free for at least 12 months, may apply for the non-smoker rate. Information on life insurance will also be available at the Health Fair.

Optional life insurance rates will decrease by an average of 25% for most optional life insurance participants as of July 1, 2004.

## NEW DISCOUNT FOR MEMBERS

Long Term Care insurance (LTCi) has become a topic of great interest to our members. The Federal Government has endorsed LTCi for its employees, and it is now possible to deduct some of the cost of LTCi policies from taxable income. With "Medicaid planning" becoming increasingly problematic, LTCi has become an important resource in seeking a secure retirement.

We are very pleased to announce that the MSP has been approved for a membership discount program with MassMutual's Signature Care LTCi product. It is expected that other highly rated companies will also approve an MSP membership discount in the near future.

Please note that discounted LTCi coverage is not a group plan, but is individually owned and is medically underwritten. Some chronic conditions may prevent an offer of coverage.

Educational workshops and seminars are currently being planned for our members. Please contact Judith H. Luddy at [jluddy@finsvcs.com](mailto:jluddy@finsvcs.com) or at 253-2238 for an individual consultation.

## MSP FORUM: May 5<sup>th</sup>, 4 p.m., Campus Center 101

This year the MSP Executive Board decided to create some University forums on issues of intellectual interest for the University Community that connect with the general interests of faculty and librarians in public higher education. This fall we sponsored one a successful forum by Robert Reich on "The Future of Higher Education" (videotape available from MSP). Many of us enjoyed Economics Professor Nancy Folbre's Distinguished Faculty Lecture, "Our Children, Our Students, Ourselves: Education and the Production of Human Capabilities," whose lecture replaced an otherwise promised MSP forum. (For a summary, log in to [umassmsp.org](http://umassmsp.org) and click on "articles.")

This spring, we are sponsoring a second forum on the future of Higher Education with Professor Robert Paul Wolff as speaker. Wolff, a distinguished philosopher and author of *The Ideal of the University* (1992), will speak on Wednesday, May 5<sup>th</sup> at 4 p.m. in Campus Center 101. Light refreshments will be provided.

### TENURE-TRACK FACULTY DECLINE

Pursuant to a provision of our last contract, the administration has provided MSP with the data for the following preliminary report on the decline of tenure-track faculty at University of Massachusetts Amherst. Below is Dan Clawson's preliminary report.

**Brief summary**

From 1994-95 to 2002-3 the number of tenure-track faculty declined by 16.6% while the number of non-tenure-track faculty increased by 60.7%. [Note: the data does NOT include departures from this year, which again had an early retirement program.] According to this data, the average tenure-track faculty member is not teaching more students. Rather, a higher and higher proportion of students are taught by non-tenure-track faculty. A student's chance of being taught by a tenure-track faculty member declined from 69.2% at the beginning of the period to 59.3% at the end. As always, there are significant variations from one to another part of campus. [See the table below]

**Background**

Three years ago, in the last round of bargaining, the MSP raised the issue of the decline of tenure-track faculty. We did not win any substantive policy, but did gain the right to information on the number of tenure-track and non-tenure track faculty, and the number of students each group taught, for each year from 1988 to the present. To date, we have only been able to obtain data from 1994; however, we would like to go forward with the inquiry, get the information checked by department reps and other interested parties, and begin discussion of this issue in departments. What are the consequences of this shift? What can we or should we do about it? We can assume the situation is at least as bad as that revealed in administration data. If you would like to lead such a discussion in your department, you can request more detailed information can be requested from Lori Reardon in the MSP office.

The currently available data only goes back to 1994-95 and up to 2002-03 and are offered in terms of Full Time Equivalent Instructed Students (FTEIS). However, the way the administration presents the data obscures what is of interest to the MSP, so the following is a bit of archeology.

**Faculty**

- Overall, tenure system faculty declined by 178.1, from 1071.8 to 893.7 (16.6%), during this period. More than half the total decline came in the last two years. We'd need to increase the 2002-03 faculty by 19.9% to get back to where we were in 1994-95 (a point soon after the last budget crisis, when we were just beginning to dig out).
- Meanwhile, the number of non-tenure system faculty increased rapidly, from 130.6 to 209.9, an increase of 60.7%.

**Students**

- During this same period, the total number of students has stayed almost exactly level, falling from 20,584.0 to 20,251.3.
- However, these students are much less likely to be taught by a tenure system faculty member. The number of students instructed by tenure system faculty declined by 2,234.4, from 14,247.7 to 12,013.3.
- That is, in 1994-95, 69.2% of students were instructed by tenure system faculty, but in 2002-03 only 59.3% are.
- The change has not increased instruction by teaching assistants: that stayed essentially dead even, declining from 2514.8 to 2500.6

By far the largest increase is in non-tenure system faculty, who taught 2,931.5 students in 1994-95 (when we thought things were bad) or 14.2% of all enrollments. By 2002-03, non-tenure system faculty were teaching 4,595.4 students (an increase of 1663.9), or 22.69% of all enrollments.

Put another way, the ratio of students taught by tenure-system faculty versus non-tenure system faculty was 4.86 in 1994-95 but fell to 2.61 in 2002-03.

According to these data, it's not that tenure-track faculty are teaching larger classes (we aren't). For students taught by tenure system faculty the current student (tenure system) faculty ratio is 13.44, compared to 13.29 in 1994-95. That's an increase, but only a 1.1% increase.

There's also been an increase in "other instructors," which includes, for example, administrators or non-unit members who also teach a course. They've gone from 67.1 to 75.8, and from teaching 890.0 to 1,142.1 students.

A major change in the working conditions for tenure-system faculty is the increased administrative load. The amount of administrative work increases – since student numbers stay the same, and since it takes extra effort to recruit and coordinate with non-tenure track faculty—but the number of tenure-system faculty declines, so on average we are each doing considerably more administration.

College by college data on some of the key shifts.

Unit	2002-3 number of tenure-track faculty	2002-3 number of non-tenure-track faculty	Change since 1994-95 number of tenure track	Change since 1994-95 number of non-tenure track	% change since 1994-95 tenure track	% change since 1994-95 non-tenure track
Campus summary	893.7	209.9	- 178.1	+ 79.3	- 16.6%	+ 60.7%
Humanities HFA	203.9	61.6	- 66.5	+ 29.4	- 32.6%	+ 91.3%
Sciences NSM	201.4	40.3	- 37.3	+ 17.9	- 18.5%	+ 79.9%
Social Sciences SBS	134.8	23.0	- 23.4	+ 10.2	- 17.4%	+ 79.7%
Education	49.9	15.0	- 7.9	+ 5.4	- 15.8%	+ 56.2%
Engineering	88.5	3.7	- 7.8	- 1.5	- 8.8%	- 28.8%
Natural Resources-Env	101.2	18.0	-30.7	+ 4.8	- 30.3%	+ 36.6%
Management	64.0	22.4	- 1.7	+ 2.5	- 2.7%	+ 12.6%
Nursing	12.2	11.6	- 0.9	+ 4.5	- 7.4%	+ 63.4%
Public Health	34.3	4.9	- 4.0	+ 2.8	- 11.7%	+133.3%



## FAQs

### How much did you pay in union dues during calendar year 2003?

If you worked full-time and had your dues deducted from your paycheck, the amount is \$638.40. If you paid the agency service fee rather than dues or worked part-time, please telephone Lori Reardon at 545-2206 and she will be happy to calculate the figure for you.

### Isn't attending MTA Annual Meeting a waste of time and money?

The answer depends on your point of view. MTA/NEA prides itself on being one of the most democratic labor unions in the country, The annual meeting is where rank and file members of locals across the state get a chance to weigh in on the direction of the organization with their votes and their, often lively, debate. Like any democracy, the process sometimes seems long and inefficient—there are lots of speeches, and discussion of issues that do not directly affect us. While most MTA locals send full and enthusiastic delegations, many years, MSP often has a virtually empty table. Our absence is noticed, and it sends the wrong message.

This year especially, MSP wants to acknowledge the incredible support we received from K-12 teachers and ESP (Educational Support Professionals) during the contract campaign. Participating in the annual meeting with a full delegation gives us a chance to thank people personally, and to learn about broader educational issues we may share. It also gives us a chance to network with people across the state and to vote on how MTA spends our dues. Is it the *most* important thing that MSP does every year? No. Is it something the current officers have made a priority this year? Yes.

### What's happening with bargaining?

MSP and FSU (the faculty/librarian union at Boston) now have their bargaining teams assembled and we have exchanged likely dates for bargaining with the administration, beginning on May 21. MSP will be represented at the table by Beth Boyer (MTA), Melissa Barringer (SOM), Barbara Morgan (Library), Kay Fite (Psychology), and Mark Brenner (Economics). Roy Milbury (President's Office), Susan Pearson (Associate Provost), and Janet Rifken (CSBS Dean) will represent the Amherst campus administration. Survey results are being analyzed and will be shared with faculty and librarians in upcoming communications. We anticipate that issues such as the decline in tenure-track faculty, working conditions for non-tenure system faculty, and salary will be major concerns.

## Why Be a Rep?

For many years I have been my department's representative to the MSP. Last year, a new colleague undertook the task, but between his pre-tenure pressures and my long experience, we decided to share the position this year, which has worked out well. Besides, I found that I missed having direct contact with the MSP, and I particularly missed playing a role in what I consider to be an important avenue for defending faculty rights.

As departmental rep I've felt it is my obligation to be a convenient conduit between my colleagues's questions and problems and the MSP staff, which could often provide the answers. Life is too complicated for each faculty member to be able routinely to spend time trying to track down information from the MSP. It makes sense to have one or two people per department running interference for their colleagues and — if a problem turns into a major one — helping direct them to the right source. It also makes sense to have one or two people in each department conveying to colleagues information about the MSP's activities. And those activities, in turn, are shaped by the concerns and perspectives that we, as faculty and librarians, convey to the MSP.

In particular, I have found it important to ensure that the MSP represents a broad range of faculty positions and concerns. This can't happen if most faculty decline to be involved or fail to communicate to their department reps their points of view and problems. In my experience of general meetings of the MSP (to which all are invited but few attend), the old-timers are very responsive to the views of faculty "out there," from whom they wish to hear more and more often. And, in turn, I see it as part of my task to send my colleagues summaries of discussions taking place at MSP meetings, and of major issues headed our way. This isn't the sort of stuff that most faculty are likely to want to spend much time on, so the rep system is a good solution.

One of my other tasks as MSP rep has been to reinforce (and personalize) MSP's messages, especially when they relate to crucial issues. Sometimes all it takes is a personal request that colleagues participate in a particular event (such as lobbying - which brought spectacular results this past autumn) — and there they are!

It turns out that about one-third of the departments on campus have no MSP representative. This is unfortunate, since we're all affected (for ill or good) by what happens to and at the university. I hear that on parts of this campus there are faculty members who consider the MSP too "political," or somehow feel alienated from it. This is an easy complaint to remedy: all it takes is the participation of more faculty, which the MSP is always urging. Like other democratic ventures, however, it can only function well if its members participate.

The MSP represents us all; its ability to draw strength from numbers was demonstrated quite dramatically this past year. This is our university and our working environment, and I consider it an obligation — but also a privilege — to actively contribute to the MSP. Plus, being a natural skeptic, I like to keep an eye on what my colleagues are doing in my name.

Daphne Patai

## STATE DEMOCRATIC CONVENTION ON CAMPUS MAY 8

On May 8, the State Democratic Committee will hold its annual issues convention at the Mullins Center. The convention offers us a wonderful opportunity for what political insiders call "grass tops" organizing. In other words, we will be hosting most of the legislators in the state as well as highly active and influential Democratic Party members from across the state. With your help, MSP plans to have a strong presence at the convention site in order to meet, welcome, and educate the visitors to our campus.

Unlike past conventions, this year promises something different. First of all, any student with a valid student ID will be allowed to participate in the convention free of charge. After the opening convocation and speeches from 9 to 10am in the Mullins Center, students will stay in the Mullins Center for the "youth track," where workshops will be held on everything from volunteering to running for office. Please let your students know about this opportunity to get involved.

After opening remarks, everyone else will walk to the Campus Center for special panel sessions led by legislators and political experts on a number of "tracks." Several of the panels will be geared to strategic planning for the contested elections legislators will face in the fall; others will focus on legislative issues and planning.

MSP and HEUU (Higher Education Unions United) will be co-hosting a Friday night reception for delegates and legislators, as well as the labor breakfast in the Mullins Center from 7-9 Saturday morning. Through the day, MSP will host a table in the Campus Center with information on Higher Education issues, campus tour opportunities, and other activities currently in the planning stage.

Mark Brenner and Jenny Spencer are currently planning logistics and activities for this event and could use your help. To join a "disappearing" working group focused on plans for this day, please contact the MSP office ([mSP@external.umass.edu](mailto:mSP@external.umass.edu)) and Lori will forward your message to us. Also let us know if you can spend two or more hours with us at the convention site that day. The event offers a unique opportunity to engage in public relations that can have long-term positive effects for the university.

