



MSP Chronicle

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Massachusetts Society of Professors
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NEW ON CAMPUS

There are over 100 new faculty and librarians on campus this fall. Since the untimely demise of the *Campus Chronicle*, the *MSP Chronicle* tries to report on (some) general campus news. Nothing is of more interest than learning about our colleagues, so we asked new faculty and librarians to write brief blurbs. We are printing some in this issue and would like to print the rest in our next issue. So, if you don't see your name below, or know of a new colleague we should include, please drop us a line at msp@external.umass.edu.

College of Engineering

Kumar Bobba

Mechanical Engineering
researches complex flow and robust control with applications in mechanical, biological and energy systems.

Moon Ki Kim

Mechanical Engineering
researches Computational Structural Biology based on Mechanical Engineering.

College of Humanities and Fine Arts

Bret Arden

Music and Dance
studies music perception and cognition, as well as systematic musicology.

—many more on page 3

MONEY WON

Average member raise = more than \$10,000

Professional Development money = \$1,624

A year ago leading figures and many of our own members had given up on getting the contracts funded. That would have been a disaster for the university, destroying morale and creating the conditions for mass exodus. The MSP kicked into high gear, hundreds of our members made phone calls or went to Boston, our statewide union (the MTA) put on one of the most impressive lobbying campaigns the state has ever seen, grade school and high school teachers all over the state spoke up in our support, and our coalition with other unions around the state paid off. As a result, members who have been on the payroll since July 1, 2001 received raises that averaged out to 15.96% of what we had been paid.

Money yet to Win -- see page 5

NUMBER OF TENURE-TRACK FACULTY

2002-03 =	894
2000-01 =	1,005
1994-95 =	1,072
1985-86 =	1,220

Yes, that's right. The campus has lost 326 tenure-track faculty since 1986, with 111 of those losses coming since 2001.

This fall there are 69 new tenure track faculty, and 66 non tenure track faculty, on campus. We don't yet know, after accounting for departures, how much of a net addition that represents (if any).

WILL TENURE-TRACK FACULTY REBOUND?

At the August 2004 meeting of the Board of Trustees, President Jack Wilson said that the Amherst campus's goal for this year was to regain half the faculty lost since 2001, and to regain the other half next year. We'd be delighted if that happened, but it's very different from what we've seen in any planning materials from the campus administration. If we can work with the administration to make this happen, terrific, but one way or another the MSP plans a major push this fall to restore the number of tenure-track faculty on campus. If numbers are restored now, the cuts look like a temporary budget-crisis blip; if the current reduced numbers are accepted for another couple of years it will be much harder to win back what we've lost.

Want to be involved? Want to see the 1994-2003 figures for your department and/or your college? Call (545-2206) or write (msp@external.umass.edu) the MSP office.

CONTRACT NEGOTIATIONS: THE BIG 4

Our old union contract expired June 30 [but remains in force until a new contract is negotiated] so we are now in bargaining. We are raising a number of issues, but here are the four most important:

Salaries

This will be a tough one: Governor Romney has refused to provide raises for any of the state unions now in contract negotiations. (Well, to be fair: unions can get a 1% a year raise if they agree to a long list of take-aways on benefits and working conditions.) Apparently he is holding to that position for his entire term (to 2007). It would obviously be disastrous to campus morale and educational quality if we had three more years without a raise. We are trying a number of ways to work on this, but you should know it won't be easy.

Tenure-track

The number of tenure-track faculty has declined precipitously [see numbers on

this page]. Restoring the faculty is crucial to returning the university to the quality and standing it has had and that we want to maintain.

Contract faculty

Non-tenure-track (or contract) faculty are an increasingly large share of the total faculty; they are now about 16 percent of our members. We want to win better pay and more job security for them. That improves their lives and it reduces the administration's incentive to replace tenure-track faculty with lecturers.

Physical conditions

Some of us work in new buildings; most of us are in aging buildings with varying levels of problems (leaks, air quality, cleanliness, etc.) [See separate story on library and health-safety issues] We need some mechanisms to address problems.

None of these issues will be easy to address; in every case, it's likely that in order to win we'll need to mobilize the membership in some way, not just make our case at the bargaining table. (Generally speaking, the administration team agrees with us. They know the problems, but since their hands are tied, in order to win we'll probably need a campaign that is visible in Boston.)

We've got a great bargaining team, and they are always looking for ideas and especially for people to help work on one or another issue. If you are interested, please be in touch with the MSP office, or with one of the members of the team:

Melissa Barringer, School of Management

Mark Brenner, Political Economy Research Institute

Kay Fite, Psychology

Barbara Morgan, Library

Jen Adams

English
specializes in medieval literature.

Niyi Afolabi

Afro-American Studies
teaches African and African Brazilian studies.

Rajesh Bhatt

Linguistics
has professional interests in syntax, semantics, computational linguistics, and modern Indo-Aryan languages.

Donna Binkowski

Spanish and Portuguese
studies Spanish applied linguistics, second language acquisition, and teacher education.

Lynn Bruntse

Art
is a sculptor who deals in installation and spatial issues.

Steve Budington

Art
is an artist and instructor of Foundations.

Richard Chu

History
specializes in Pacific empires, Philippine colonial history, Chinese diaspora, and Asian Pacific American history.

Olga Gershenson

Judaic and Near Eastern Studies
does research dealing with intercultural communication, Israel cultural studies, and immigration.

Mariko Hashimoto

Asian Languages & Literature
teaches Japanese and after her first few classes says "it's so much fun."

Ruth Jennison

English
works on 20th and 21st Century American Poetry.

Bridget Marshall

English
specializes in gothic novels and is a course director for other teachers in the department.

Michael Papio

French & Italian
has a PhD from Brown and specializes in Italian medieval literature.

Heather Cox Richardson

History
is an American historian specializing in the 19th century, especially the Civil War and Reconstruction.

College of Natural Resources and the Environment

Lynn Adler

Plant, Soil, and Insect Science
studies the ecology and evolution of insect-plant interactions.

Brian Kane

Natural Resources Conservation
works at understanding shade tree defects and arboriculture safe working practices.

Nancy Kieser

Veterinary & Animal Science
has a specific interest in livestock production.

Brenda McComb

Natural Resources Conservation
is a wildlife biologist interested in biodiversity and natural resources conservation; she does research in both the northeast and northwest.

Paige S. Warren

Natural Resources Conservation
is an urban ecologist and behavioral biologist with a fondness for desert environments.

College of Natural Sciences and Mathematics

Kenneth Carter

Polymer Science
does research on polymeric materials as they relate to nanotechnology, microelectronics, and sensors.

Scott Garman

Biochemistry
was previously at the National Institutes of Health.

Erika Hamilton

Microbiology
runs the Microbiology teaching services.

Peter Khalifah

Chemistry
is a solid state chemist and crystallographer studying electronic and magnetic materials.

Erik Learned-Miller

Computer Science
works on machine vision, which is essentially about making eyes for robots.

Evgenia Pekarskaya

Polymer Science
is the director of the electron microscopy laboratory and works on microstructural characterization and electron microscopy.

Joon Song

Math & Statistics
does research in Bayesian statistics and spatial statistics.

Allen Tsang

Microbiology

develops experimental and theoretical techniques to define the electronic and geometric structures of proteins/enzymes required for electron tunneling.

Wei-min Wang

Math & Statistics

studies nonlinear Schrodinger equations.

College of Social and Behavioral Sciences

Andrew L. Cohen

Psychology

studies mathematical psychology, computational modeling, model selection, perception, and cognition.

Michael J. Constantino Psychology

focuses on psychotherapy process, outcome, and integration.

Eric Hurley

Psychology

studies relationships among culture, development and cognition as they play out for people of color in mainstream social institutions.

Woojin Lee

Economics

studies economic theory, public economics, and political economy.

Jen Lundquist

Sociology

specializes in the areas of stratification, family, and immigration and enjoys a good game of Ultimate Frisbee.

Princy Quadres

Psychology

teaches neuroscience and behavior courses, and is conducting neuroendocrinology research.

Aline Sayer

Psychology

is a quantitative developmental psychologist who studies statistical methods for the analysis of longitudinal and multilevel data.

Ilana Shapiro

Psychology

Is core faculty for the Psychology of Peace and Prevention of Violence Program in Division III of the Psychology Dept.

Robin Shoaps

Communication

studies Mayan languages and cultures, moral discourse, family interaction.

Isenberg School of Management

Jenafer Andren

Hospitality & Tourism Management studies culinary arts and is the new chef instructor.

Gail Cruise

School of Management

Writing Center

works on cross cultural communication and the combination of electronic communication and writing.

Sheranne Fairley

Sports Management

studies the consumer behavior of sports fans and sports tourism.

Neil Longley

Sports Management

specializes in sports finance and sports economics.

Mila Getmansky Sherman

Finance

researches empirical asset pricing, hedge funds, performance of trading strategies and system dynamics.

Jennifer S. Taub

Management

recently employed as an Associate General Counsel at Fidelity Investments, is interested in researching consumer protection, ethics, securities law, legal postmodernism, law and literature.

School of Education

Kathleen Gagne

Teacher Education and Curriculum Studies

works in the area of teacher preparation, particularly in urban schools, and has a special interest in recruiting students of color into the profession.

SICK LEAVE BANK = A NO-BRAINER

If you are not yet a member of the university's sick leave bank, you definitely want to join, and you only get one chance a year to do so: the month of October.

To join the sick leave bank, you give up one day of your sick leave. That entitles you to draw up to 90 days from the sick leave bank (in unusual circumstances, conceivably even more), which works out to roughly a full semester. To be eligible for parental leave, you **must** join the sick leave bank.

The sick leave bank is especially important to junior faculty and new librarians who have not yet built up significant amounts of their own sick leave.

The mechanics: the administration will send out a notice, and October is when you can join. To check if you are already a member, call (545-2206) or write (mSP@external.umass.edu) the MSP office.

School of Nursing**Jeff Benoit**

Nursing
focuses on nursing education.

Jean DeMartinis

Nursing
works on risk factor assessment and lifestyle management plans, and is creating a prevention clinic.

Elizabeth Fiscilla

Nursing
is a gerontology specialist in nursing and novel statistical applications in health services research.

Carol Picard

Nursing
is President-elect of the International Nursing Honor Society and author of a 2005 book: *Giving Voice to What We Know: Margaret Newman's Theory of Health as Expanding Consciousness in Practice, Education, and Research.*

School of Public Health and Health Sciences**Brian Hunt**

Exercise Science
studies the effects of age and exercise on the cardiopulmonary functions.

David Marquez

Exercise Science
studies the psychological determinants and outcomes of physical activity for Latinos and older adults.

Recai Yucel

Biostatistics
studies bayesian statistics, missing data, multilevel models, observational studies and novel statistical applications in health services research.

W.E.B. DuBois Library**Madeleine Charney**

specializes in sustainability as it applies to natural systems and the built environment.

David MacCourt

has a B.A. from STPEC at UMass and an M.S. in Library Science from Simmons College; his current interest is in Sociology.

STAFF CHANGES

Ferd Wulkan is our new staff member. Ferd went to the Bronx High School of Science and received his B.A. in mathematics at M.I.T. in 1968, then worked as an Emergency Room Orderly at Mt. Auburn Hospital and as a secretary and program coordinator at Boston University. He was active in the BU clerical union and was then hired as a union organizer. In 1989 he helped organize the professional workers on this campus and represented them until this past February.

Lori Reardon, our long-time Membership Coordinator, has taken on new duties. She'll be the main MSP staff person helping members with problems and grievances; in doing so, she'll work with our new Member Services Committee, chaired by Jenny Spencer of the English Department.

Mary Fletcher resigned after 22 years of service.

MSP CALENDAR

Retirement Options Information session

(for new faculty)
Thursday September 23
4:00 p.m.
Campus Center
165-69

Party

for new faculty and librarians from this year and last year
Thursday September 30
4:00-6:00 p.m., 43
Fearing Street
(Jenny Spencer's house)

Tenure workshops

for those preparing for tenure (attend either workshop; please RSVP to union office by September 28 if you plan to attend)
Wednesday October 5
12:00-2:00 p.m., Campus Center 904-08, lunch provided
Thursday October 6 12:00-2:00 p.m., Campus Center 904-08, lunch provided

MSP Executive Board

meets alternate Wednesdays
8:45-10:00 a.m.
Campus Center
All members are welcome.
Call MSP at 545-2206 for more information.

.... AND YET TO WIN

We have not yet, however, received the retroactive pay the state owes us – and which the legislative leadership has promised us. The first retro payment (covering July 1 to December 31, 2003) was to be paid not later than this past July. As we go to press, the legislature has finally passed a supplemental budget, including our retroactive pay. If the supplemental budget is vetoed by Governor Romney, the Legislature cannot vote on an override until January. In any case, after the retro money passes it will probably take two months to get into our paychecks. And no, we aren't forgetting about the retro money for the two previous years. That's one of many reasons why we need to build our political capacity.

HEALTH AND SAFETY IN THE LIBRARY

While the W.E.B. Du Bois Library finally undergoes a much-needed deck replacement, librarians and other workers in it have been working in extremely difficult circumstances this summer. Library Administration worked with staff through the spring to identify alternative work locations in the building, and many moved away from the main floor which is directly below the deck. The construction taking place outside the building has so far resulted in:

- 2 incidents of sizeable pieces of concrete falling through the ceiling into work areas
- Cutting into a natural gas line, fortunately on a Saturday before school started, that required evacuation of several buildings
- Very high noise levels, in some cases well beyond what is considered safe
- Concerns about sandblasting and chemicals that will be released when the new waterproofing sealant is applied to the deck over the coming weeks.

After a brief tour of the most affected area, the MSP called a meeting in the Library which featured Don Taylor, Co-Chair of the USA/MTA Health & Safety Committee. Don shared a history of USA's involvement in the project, a list of concerns, and the ways that our unions can assist us. In the course of the discussion, those who had chosen not to move from the main floor were strongly encouraged to do so, underscoring a message from Library Administration. To further improve communication, MSP Library Representative **Steve McGinty** is now attending weekly meetings with the contractor (Gardner Engineering,) the Library Administration, and the University's Facilities staff. The Deck Replacement Project is being managed by the state's Division of Capital Assets Management. A project overview and schedule are available at http://www.umass.edu/fp/projinfo/currproj/library/library_deck.htm

The MSP is committed to working with the other campus unions – both around crises like this one, and more generally to improve health and safety around campus.

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