

MSP TACKLES ELECTORAL POLITICS

This election year the MSP Executive Board decided to take a more activist stance vis-à-vis legislative politics. Lobbying on Beacon Hill, we have been told time and again that while our legislators fight for our issues, we are often not there when election time rolls around and they need our help. After a lengthy discussion of our need for a better, more efficient process for endorsing and supporting candidates, the MSP Board voted to endorse and support six local candidates, all of whom worked tirelessly last year in the successful campaign to fund our contract: **Stan Rosenberg for Senate; Ellen Story, Steve Kulik, Chris Donelan, Peter Kocot, and John Scibak for State Representative.** All except Rep. Scibak have opponents this year.

Melissa Barringer, Jim Freeman, Laetitia LaFollette, Max Page, Bob Paynter, and Christine Turner volunteered to serve as MSP's liaisons, contacting specific candidates to ask how MSP members can help this fall. The support has been welcomed and much appreciated. MSP encourages its members to let the office know if you plan to help any of the candidates in the ways they have suggested: writing letters to the Editor of local newspapers, putting up a yard sign, holding candidates' signs in prominent places on weekend days and at polling places on election day, and/or making phone calls on behalf of a candidate.

If you are willing to contribute an hour or two in the last days of this effort, please contact the MSP office at 545-2206 or msp@external.umass.edu.

HONEY, I SHRUNK THE FACULTY

Many departments are thrilled to be able to hire new tenure-track faculty this fall. But even this burst of activity can't replace the faculty we have lost. In 1986, our campus had 1,220 tenure-track faculty. We now have 885. In the last 3 years alone, we have lost 120 tenure-track faculty members to early retirement. The chancellor projects that 45 new faculty will be hired this year – far short of replacing the faculty who left – while the student body continues to grow. Despite the impression one gets in the press, we are nowhere near the size of the full-time faculty we used to have. [See graphs on page 6.]

The MSP has focused on increasing the size of the tenure-track faculty as a central goal of contract negotiations this year while at the same time improving conditions for non-tenure track faculty. The Provost has stated that 40 percent of total instruction is provided by lecturers, graduate teaching assistants, and other instructors – and this number is likely to increase. In the 1980s, by contrast, 85 percent of teaching was done by tenure-track faculty. A great research university cannot be run by contingent workers with no job security, few benefits, and no time or resources to advise students, administer programs, or serve the university. Stay tuned as the MSP continues to push the administration to commit more resources toward improving our faculty-student ratio.

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FREQUENTLY ASKED QUESTIONS

What's this I hear about "parental leave" for a new parent?

The current union contract provides a one-semester paid parental leave, upon request, for full-time tenured and tenure track faculty members and librarians on multi-year contracts, who become biological or adoptive parents. This is available to men as well as women. The leave can be taken during the semester of the birth or adoption, or an adjacent semester; substitute arrangements need administrative approval. The faculty member or librarian must return for one year of service after the leave. This leave is charged to an individual's sick leave and if necessary the sick leave bank. In the current negotiations for a new contract, the MSP is proposing that non-tenure system faculty and one-year contract librarians also be eligible for this leave.

Can I extend my tenure decision year (TDY)?

For new parents, a one-year extension is a contractual right (Article 27.14). A faculty member (male or female) who becomes a biological or adoptive parent may delay for one year the tenure decision date. S/he must exercise the choice by written notice to the department chair no later than six months after the birth or adoption. If a parental leave is taken, the extension must be requested no later than two months after the conclusion of the leave. You may ask for further extensions for later births or adoptions, but allowance is discretionary. There may be good reasons why your tenure decision year should be delayed in other circumstances, such as leaves of absence, prior credit toward tenure, illness, family medical needs, and other issues that have impacted one's ability to fulfill the probationary period for tenure. The rules are in the Redbook, section 6.2(e). These cases need to be presented to the administration for consideration, as early as possible prior to the TDY. The MSP can be helpful in advising faculty members about such requests. All assistance remains confidential.

{PHOTO}

New faculty relax at MSP Reception at Jenny Spencer's house.

LETTER TO THE EDITOR: STUDENTS SHORT-CHANGED

When you join the faculty of a major university, you assume that the university will provide the basic resources for faculty and students. Sadly I found this is not always the case at UMass today. This spring semester, my introductory statistics course with 175 students was assigned to a lecture room in Morrill Hall. The room was equipped with PRS receivers and other teaching technologies, but imagine my surprise when I discovered the room lacked the most basic of supplies -- desks. The lack of large lecture halls prohibited moving the class to another location. I was concerned how my students could possibly take an exam in those conditions and felt that they had enough to do to prepare for the course. The week of the exam my father, who is also a professor and was visiting UMass on sabbatical, and I went to Target and Wal-Mart to purchase as many clipboards as they had. The students managed the best they could and persevered. I think we owe it to our students to provide physical surroundings that enhance learning not encumber it.

Sylvia Brandt, Assistant Professor Resource Economics

Contributors to this issue include Beth Boyer, Sylvia Brandt, Dan Clawson, Laetitia LaFollette, Max Page, Lori Reardon, Eve Weinbaum, and Ferd Wulkan.

CONTRACT NEGOTIATIONS UPDATE

The MSP/FSU bargaining team met with the Administration team [UMass President's Office and campus administration] three full days in September and two in October. Recent discussions have focused on our proposals for improvements in promotional opportunities, job security, pay, and benefits for the large number of non tenure track faculty members. Tough issues still remain, including reversing the decline in the number of tenure track faculty, and mechanisms to address deficient physical conditions. Some minor issues in the area of union rights, and others related to PMYR funding, and notice and return obligations after parental leave are tentatively resolved. As for salary, our bargaining team continues to stress that UMass cannot rebuild and retain exceptional faculty and librarians without a reasonable, competitive salary schedule in place. The MSP has encouraged UMass President Jack Wilson and Chancellor Lombardi, as well as the Board of Trustees, to help make this case with Gov. Romney and legislative leaders during the weeks ahead. The MSP bargaining team will provide support for that effort.

RETROACTIVE PAY – ONCE AGAIN!

Last year, when some people thought it was a hopeless cause, our campaign got the Legislature to vote unanimously to honor our contracts. The Governor grumbled, said it would have to be a one-time bonus, but then signed and approved the contracts. (And despite his “one time bonus” comment, he never made an effort to take away our pay raises.)

But we still haven't received the retroactive money. The first installment of that was promised this past July; two other installments are to come over the next two years.

We won our raises because lots of people on campus made phone calls, went to Boston to lobby the legislature, or participated in other actions. But equally important was the remarkable campaign of MTA (our state wide union) to mobilize K-12 teachers, and a coalition of unions representing all kinds of workers in all parts of higher education, Higher Education Unions United (HEUU).

At a recent coordinating meeting, that coalition voted to launch a three part campaign:

- Given the delay in the payment of our first installment, press to receive the entire amount of retroactive pay this January. (We may not succeed, but we will push.)
- If Governor Romney shows up on any of our campuses, demonstrate to protest his veto of our retroactive pay. The state has a surplus, so how can it not pay its bills?
- Organize a demonstration on January 5, 2005, the day the legislature re-convenes, to remind legislators that their first act should be to fund our retroactive pay.

The MSP and the MTA plan to participate in this campaign.

NEW ON CAMPUS, PART II

With over 100 new faculty and librarians on campus this fall, we have a lot of very interesting people doing a lot of very interesting work. The MSP encourages us all to get to know our colleagues, or at least to know something about them. Continuing where the last *MSP Chronicle* left off, please allow us to introduce:

College of Engineering

Edward Cottrill

Engineering

teaches in the Junior writing program while finishing his dissertation in Renaissance literature in the English Department.

Andreas Muschinski

Electrical and Computer Engineering

has a background in atmospheric remote sensing, and studies turbulent physics, the meteorology of the lower atmosphere, and radar meteorology.

Omid Oliaei

Electrical & Computer Engineering

researches integrated circuits and systems design with an emphasis on mixed signal circuits for wireless.

College of Humanities and Fine Arts

Joseph Black

English

comes from the University of Toronto, via the University of Tennessee, where he taught for several years. He specializes in Renaissance British literature, and is particularly interested in the history of books, printing, and reading.

Milan Dragicevich

Theater

teaches classical and contemporary acting and stage movement, with a specialty in heightened texts/rhetorical performance.

Michelle Herder

History

earned her history Ph.D. from Yale last year and teaches a mixture of survey classes and medieval and Renaissance history.

Guillermo B. Irizarry.

Languages, Literatures and Cultures

works with US Latino and Spanish Caribbean literature and culture, dealing with the cultural politics of globalization and the translational dynamics of subjectivity in this context. At Yale University he marched and picketed in solidarity with unions representing employees, including the Graduate Employee Student Union.

Sigrid Schmalzer

History

received her Ph.D. from the University of California, San Diego, and studies Chinese history and the history of science.

Adam Zucker

English

teaches and researches sixteenth- and seventeenth-century English literature and theater, with a special focus on Shakespeare, his often overlooked contemporaries, and stagings of urban culture on the early modern London stage.

College of Natural Sciences and Mathematics

Michael Barnes

Chemistry

works on single molecule spectroscopy, nanotech research, and nanoscale optoelectronics.

Michael Bush

Math & Statistics

works in algebraic number theory, and is particularly interested in extensions of number fields with restricted ramification and their associated Galois groups.

Deepak Ganesan

Computer Science

works on addressing core systems, energy and data management challenges in emerging applications of large-scale, networked, un-tethered sensors and actuators.

Hans Johnston

Math & Statistics

specializes in scientific computation, numerical analysis, and fluid dynamics.

Anna Liu

Math & Statistics

specializes in non-parametric statistics and biostatistics applications.

Margaret Riley

Biology

works on how biological diversity is created (why there are so many critters) and uses evolutionary and ecological theory to design better approaches to creating and using new antibiotics.

Michael Sullivan

Math & Statistics

specializes in symplectic geometry/topology, as well as some financial mathematics.

Lianhong Sun

Chemical Engineering

works on the design and engineering of proteins, as well as complex small molecules and genetic circuits for green chemical processes.

Hao Wu

Math & Statistics

works on geometric topology and is currently interested in 3-dimensional contact topology and Heegaard Floer homology.

College of Natural Resources and the Environment

Michael G. Brizek

Hospitality and Tourism Management

Researches food and beverage management, entrepreneurship, and franchising after spending the last three years at University of Maryland Eastern Shore.

Yeonhwa Park

Food Science

researches biologically active food components (what foods are good for disease prevention), especially conjugated linoleic acid, and its role in body fat reduction and bone health.

Alayne Ronnenberg

Nutrition

studies the relationship between nutrition and reproductive health, particularly the role of micronutrients in pregnancy outcome.

College of Social and Behavioral Science**Ronald Behringer**

Political Science

specializes in international security, especially human security – how we can best ensure the security of human populations.

Christopher Overtree

Psychology

is the Director of the Psychological Service Center, a training clinic for doctoral students, which provides therapy services to the community and the campus. As a clinician specializing in children, family, and anxiety treatment, his research focuses on improving the delivery of mental health services to the poor.

Arslan Razmi

Economics

recently completed a dissertation focused on balance of payments-related constraints on the growth of developing countries. His major fields of interest are international economics and political economy.

Rebecca Ready

Psychology

studies clinical and neuropsychological assessment issues in various aging and dementia populations, with particular emphasis on quality of life, mood, and well-being.

Emily West

Communication

studies the consumption and production of popular culture, the performance of gender, and nationalism in the media.

Commonwealth College**Susan McKenna**

is the Director of a new program, the Research Literacy Center at Commonwealth College, and is also completing a doctorate in the Communication Department.

School of Education**Barbara Madeloni**

Education

focuses on teacher preparation and is interested in the development of teacher understanding of process in education.

Jason Ranker

Education

works in both the 5th year licensure program and the Literature, Language, and Culture program; his research interests include finding ways to link how literacy learning is

happening in schools with the base built up in kids' cultures at home and in their community.

Ruth-Ellen Verock-Oloughlin

Education

focuses on technology integration into classrooms, works with the Bridges to the Future project (with Bill Cosby), and works with prospective teachers in Athol and Orange.

School of Management**Kim Moreno**

SOM

researches decision making in managerial and auditing contexts using behavioral decision theory, and has investigated topics such as the influence of emotions on capital budgeting and audit planning decisions.

Sharon Paradiso

Business Communication Program

got her PhD in English here, is interested in business and professional writing, and is hoping to develop a junior year business writing course for Hospitality and Tourism Management.

Shirley Shmerling

School of Management

teaches information systems management and how to operate in the digital economy.

Bruce Skaggs

School of Management.

examines how service organizations identify and leverage their competencies to achieve competitive advantage, and studies the area of innovation in services, identifying best practices that lead to successful implementation of new offerings.

School of Nursing**Kate Green**

Nursing

is a midwife whose field of interest is women's health.

Kathleen Newman

School of Nursing

specializes in adult psychiatry and end-of-life-care (hospice/palliative care), and works with nursing students in classroom and clinical settings.

School of Public Health and Health Sciences**Elena Zaretsky**

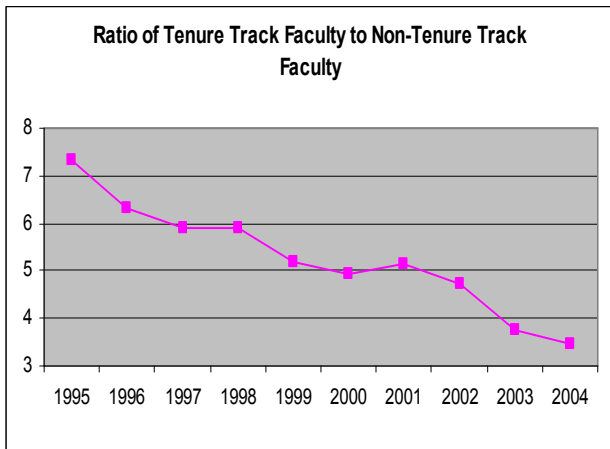
Communication Disorders

is interested in written language processing in normal children and children with language impairments (dyslexia) from a working memory point of view, in bilingual children's processes, and in issues of late language acquisition.

W.E.B. DuBois Library**Benjamin Hood**

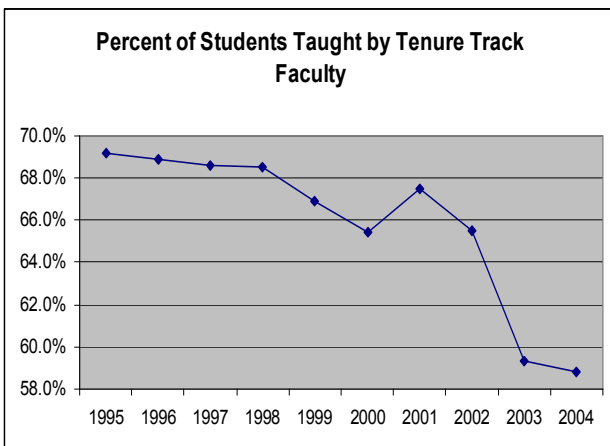
Library

worked previously as a librarian at Westfield State College, Boston University, and Stonehill College, and was an active union member at BU, serving twice on the negotiating team, and creating and maintaining a web site for his local.



ISSUE GROUPS FORMING

The MSP tries to support its members in all aspects of their work lives. Often the issues of most concern to a given member are campus- or university-wide ones (salary, pensions, family medical leave, etc) or department-based (tenure decisions, work load, etc.) But sometimes, an important concern has more to do with a member's identity -- as a woman in a male-dominated field, as international faculty, as junior faculty, as gay or lesbian, etc. For this reason, the MSP wants to help interested members get together around such specific concerns. If you are interested in hooking up with other MSP members around any of these or other specific concerns, please contact the MSP office at 545-2206 or misp@external.umass.edu.



Periodic Multi-year Review

MSP negotiated a periodic multi-year review process with the administration that is constructive and offers monetary benefits to those being reviewed. It is to be conducted every seven years for all tenured faculty members, ideally two years prior to an upcoming sabbatical, but you can request this review at any time. (Note: if you are being considered for promotion to full professor, PMYR does not apply unless the promotion consideration is delayed beyond seven years past the promotion to associate professor).

Because some individuals who have gone through PMYR seemed unaware that they could request funding for projects, and others felt threatened by the review, we offer workshops to orient you to the process. Our workshops cover everything from creating your initial statement to what to do if you run into difficulties. Invitations are being sent to those coming up for review during this academic year, but if you'd like to attend even though you won't be going through the process this year, please call us at 545-2206 and we will gladly reserve a spot for you. Workshops are scheduled for November 9 and 10 at 12 Noon.

Tenure Workshops

Earlier this month, MSP held info sessions for junior faculty members coming up for tenure during the next three years. We had a total of about 20 people in attendance over the two days. There was lively conversation, lots of questions being asked, and practical advice offered to help make the mini-tenure and tenure process easier. Special thanks go to MSP members Laura Jensen of Political Science and Eve Weinbaum from the Labor Center who spoke to their colleagues about their own experiences with the process. Due to overwhelming requests from previous workshops, MSP made available a sampling of personal statements from recently tenured faculty members from around campus. Thanks also to all of you who responded happily when asked to share this important document!

If you are interested in obtaining a tenure workshop packet or copies of sample personal statements, please call Lori Reardon at 545-2206.

MSP ENDORSES

Stan Rosenberg for State Senator, Hampshire Franklin District
Steve Kulik for State Representative in the 1st Franklin District
Chris Donelan for State Representative in the 2nd Franklin District
Peter Kocot for State Representative in the 1st Hampshire District
John Scibak for State Representative in the 2nd Hampshire District
Ellen Story for State Representative in the 3rd Hampshire District

PLEASE VOTE ON NOVEMBER 2 AND SUPPORT THESE CANDIDATES

WELCOME NEW MSP BOARD MEMBERS

5 people have been voted onto the MSP Board this year. We are pleased to introduce them to you.

SYLVIA BRANDT has a PhD in Resource Economics from the University of California, Berkeley and joined the UMass faculty in 2001. Her goal as an economist is to use the tools from economic theory to improve the public policy process, primarily in the areas of fisheries management and health disparities. The focus of her fisheries work is modeling two competing regulatory approaches: limitation of inputs and outputs ("command-and-control") and construction of tradable property rights. Her research in health economics examines the joint effect of environmental regulation and organization of the health-care sector on prevalence of asthma.

TOM MC CARTHY was a Chemistry major at UMass (B.S. 1978) and returned here after grad school (Ph.D. Organic Chemistry, MIT, '82) in 1982 as a faculty member in Polymer Science & Engineering. He was department head from 2000 to 2003. His focus remains on Graduate Education, and over 40 students have received their Ph.D. with him as their thesis advisor. Alums from his group are faculty in India, Thailand, China, Canada, New Jersey, Pennsylvania, Indiana and locally at Mt. Holyoke and UMass. His current research interests are in physics at condensed phase interfaces, structure of materials in dimensional confinement, and using the supercritical state for materials synthesis. Tom says, "*I am still in the learning mode concerning MSP. I joined the Board this year to learn if it is a sensible and efficient way that I might help the campus.*"

PAULA CHAKRAVARTTY is Assistant Professor of Communications. Her research focuses on high-tech development in India, high-skilled migration

and global communications policy. She is the co-author, with Katharine Sarikakis, of *Globalization, Communication and Media Policy: A Critical Perspective* (forthcoming 2005) and the co-editor, with Yeuzhi Zhao, of *Political Economy of Global Communication: Towards a Transcultural Perspective* (forthcoming 2006). Paula says, "*I joined the MSP board because I feel that faculty unions are crucial to promoting the objectives of excellence, diversity and equity in public education.*"

LAURA JENSEN is a member of the Political Science department and a faculty associate of the Center for Public Policy and Administration. Her research is on American social welfare policy, and she spent a decade in elected local government in Connecticut before coming to UMass. Laura says, "*I joined the MSP Board in the hope that some of my experience in politics and collective bargaining might be of use in fighting for back pay and negotiating a new contract.*"

SANGEETA KAMAT graduated from the University of Pittsburgh in 1988 and immediately came to UMass Amherst. She teaches graduate and undergraduate courses in the Department of Education Policy Research and Administration in the School of Education. Her research is on NGOs, state and civil society, and globalization and education policy in the Third World, with a specific focus on South Asia. She is a member of the Forum of Indian Leftists (FOIL), a progressive network based in the U.S. and Canada. She says, "*I am specifically interested in addressing issues of minority and international faculty on campus, and increasing involvement in the union.*"

These are your colleagues who volunteer their time to help guide your union. They'd love to hear from you about any issues you think the MSP ought to be working on.

Dan Clawson, *President*, Sociology, 5-5974
Melissa Barringer, *VP*, Management, 5-5628
Laetitia LaFollette, *VP*, Art History, 5-0634
Jenny Spencer, *VP*, English, 5-5498
Mark Brenner, *Secretary*, Pol. Eco. Res. Inst., 7-0241
Max Page, *Treasurer*, Art History, 5-6952
Allen Barker, Plant & Soil Sciences, 5-4733
David Barrington, Computer Science, 5-4329
Sylvia Brandt, Resource Economics, 5-5722
Paula Chakravartty, Communication, 5-6346
Ann Ferguson, Philosophy, 5-5802
Ian Grosse, Mech. & Industrial Eng., 5-1350

Naka Ishii, Integrated Sciences & Eng. Library, 5-1656
Laura Jensen, Political Science, 5-6185
Sangeeta Kamat, EPRA, 5-4586
Christine King, Nursing, 5-5095
Sundar Krishnamurty, Mech. & Ind. Eng., 5-0297
Pamela Lawrence, Dean-School of Management, 5-5580
Stephanie Luce, Labor Relations & Research Ctr., 5-5907
Thomas McCarthy, Polymer Science, 7-1512
Dean Robinson, Political Science, 5-0406
Christine Turner, W.E.B. Dubois Library, 7-1026
Arlyn Diamond, *Ex Officio, Past Pres.*, English, 5-5512

The MSP condemns the use of KKK symbolism on campus and affirms its opposition to racism in all forms. We will do our best to make this campus a welcoming and supportive environment for all students, and as such we specifically condemn any and all racially motivated incidents. We call on faculty, students, and administration to make renewed efforts to address all forms of intolerance, and to provide support to campus groups working to do so. In many cases, it may be appropriate to take class time to address these issues.