

For the past year or so, many messages to members have been transmitted via email. If you have not been receiving these emails please call Mary Buckley, Chapter Secretary, at extension 6920 and we will add you to the faculty and librarians listserv.

The results of the ratification vote on the three-year day contract were 775 for, 85 against, and 18 challenged votes. I would like to thank all members who supported the statewide bargaining committee strategies. Members at Salem boycotted the 150th Anniversary Gala, refused to participate in campus-wide volunteer activities, and participated in informational picket lines for the September 29th "Day of Outrage," the October 30th SSC Open House, the December 3rd action at Steven Tocco's Boston office, and numerous other BHE meetings and other events. Many members also worked on House and Senate campaigns, wrote letters to elected officials, and called their representatives to ask for support in obtaining a contract. In short, the bargaining team's success in negotiating a tentative agreement was the result of support received from the membership. It's my belief that all activities count, and the statewide day bargaining team is very appreciative of your participation in securing an agreement.

Where do we go from here? The contract, after cost numbers are calculated, will be sent to the governor's office for review. The Governor has 45 days to recommend to the legislature that it appropriate monies to fund the contract. If the request is not made the contract is referred back to the parties for further bargaining. We will keep you informed as the process continues.

As bargaining was ongoing, other important matters that affect our membership have been taking place.

The Governor released his budget (House 1) on January 26th and recommended increasing spending for higher education by 2.3%. However, most of this increase is earmarked for the nanotechnology center at UMass Lowell. When the nanotechnology center money is removed, the higher education budget is increased by approximately 1%. For reference, this budget is \$299 million, or 25 percent, lower than that of FY01! But last week there was some good news concerning funding for public higher education. The Report of the Senate Task Force on Public Higher Education, 'Investing in Our Future' was released. The report states that "the Commonwealth finds itself at a moment of widespread agreement about both the need to take action and the single most important strategy for securing our competitive advantage: strengthening public higher education." Some of the highlights: the report recommends increases in operating budgets over a 5-7 year period and making a significant state appropriation to the Endowment Incentive Plan each year. This program allows the campuses to offer academic, research, study abroad, and scholarship programs to our students. Other recommendations suggest the Commonwealth borrow \$1.2 billion over the next ten years for capital projects at State and Community Colleges and increase need-based financial aid programs. A copy of the report is on the web at www.mass.gov under the news and updates tab. There is also a copy on file at the chapter office in Harrington Building, rooms 121-122.

The MSCA filed and won a consolidated grievance concerning the "Disclosure of Decision to Adopt Instructional Materials in Whose Sale I Have Financial Interest" form. Going forward, all references to Department Chairs and Graduate Program Coordinators will be deleted from the

form and the approval authority will be administrators of the colleges not in the MSCA bargaining unit.

And finally we are still waiting for the report of the fact finder concerning academic year 2003-2004. The tentative agreement had no effect on this process and we hope the fact-finder will rule in our favor.

Committee Nominations

The following is a list of vacancies for Article VII Contract Committees with their membership requirements.

If you wish to serve on any of these committees, please complete the Nomination Form below and return to:

MSCA/Salem Chapter, HB-121
by noon, Monday, May 2nd

NOTE: If more than one choice, please list order of preference.

Additional nominations will be taken from the floor at the Salem Chapter Meeting to be held on Tuesday, May 3rd, 11:30 a.m., Veterans Hall, Ellison Center.

The Executive Committee will have its meeting immediately following the Chapter Meeting on Tuesday, May 3rd, 1:00 p.m., Heritage Room, Ellison Center.

Please refer to the attached Appendix A of the MSCA/Salem Chapter Constitution & Bylaws for Appointment Procedures.

Contract Committees
2005-2005
One-year appointments
Full-time unit members only

All College - (8) unit members
(1) member from each area; (4) at large

Curriculum Committee - (16) unit members
(4) members from each area

Academic Policies - (16) unit members
(4) members from each area

Graduate Education Council - (5) unit members
(1) member from each school; (2) At-large

Library/Media Development - (7) unit members
(1) member from each area and (3) Librarians

Student Affairs - (5) unit members

Council on Teaching and Learning - (5) unit members. Two-year staggered term (September 1, 2005 - September 1, 2007).

Steering Committee -
Fifth-Year NEASC Report - (5) unit members

Nominations for Contract Committees

All College_____ Library/Media Development_____

Curriculum Committee_____ Student Affairs _____

Academic Policies_____ Council on Teaching and Learning_____

Graduate Education Council_____

Steering Committee - Fifth-Year NEASC Report_____

Name (please print)

Department

Please return to MSCA/Salem Chapter, HB-121 by noon, Monday, May 2nd.

Thank you for your participation!

Appendix A

Salem Chapter/MSCA Committee Appointment Procedures (adopted April 16, 1966/revised November 6, 1997 & March 25, 1999)

I. General Principles

All possible steps should be taken to maximize participation in governance by faculty and librarians. Committee appointments, especially to contract committees, should represent as diverse a group of members as possible. In particular, a balance among departments and between junior and senior faculty should be a goal.

II. Contract Committees (All-College, Curriculum, Academic Policies, Student Affairs, and Graduate Education Council)

- A. No member may be appointed to more than one contract committee in a given academic year.
- B. No more than one member from any academic department may be appointed to any given contract committee.
- C. The sixteen (16) seats on the Curriculum and Academic Policies Committees shall be allocated evenly among the four (4) academic areas as redistributed (see VI below).
- D. The five (5) seats on the Graduate Education Council shall be allocated as follows: One (1) seat to be held by a member of the graduate faculty from each School (Arts & Sciences, Business and Human Services) and two (2) seats to remain at-large held by members of the graduate faculty.
- E. The eight (8) seats on the All-College Committee shall be allocated as follows: one (1) seat to be held by a member of each of the four (4) Academic Areas and four (4) seats to remain at-large.

III. For Non-Contract, Special and Ad Hoc Committees

Consideration should be given not only to the composition of the committee, but how many committee appointments an individual member currently holds. Greater effort should be made to appoint members not already appointed to committees.

IV. Procedures

- A. Whenever practicable, all committee appointments should be posted for the general membership's nomination.
- B. When nominations have been solicited for committee service at the expiration of the committee terms (one-year for contract committees, two-years for non-contract

committees), any remaining vacancies should be re-posted early in the fall for additional nominations from newly hired members and those returning from leaves of absence.

- C. After this second posting, the chapter president is authorized to fill any remaining vacancies in accordance with these procedures.
- D. Whenever practicable, vacancies that arise on committees, should be posted for the general membership's nomination. When this is not practicable, the chapter president shall be authorized to fill vacancies as soon as possible.

V. Sabbatical and Unpaid Leaves of Absence

- A. Members on a paid or unpaid leave of absence may not be appointed to any committee during the academic year or years of their leaves. An exception shall be to fill vacancies which arise after the member has returned from leave.
- B. Members appointed to complete any committee term shall finish the term.

VI. Distribution of Departments

In an effort to equalize the representation of faculty and librarians on the Curriculum and Academic Policies Committees, the following redistribution of departments was adopted:

Academic Area A

Biology
Chemistry and Physics
Computer Science
Geological Sciences
Mathematics
Nursing
Occupational Therapy

Academic Area C

Economics
Geography
History
Political Science
Psychology
Sociology
Sports, Fitness & Leisure Studies

Academic Area B

Art
English
Foreign Languages
Interdisciplinary Studies
Library
Music
Philosophy
Theater & Speech

Academic Area D

Accounting & Finance
Communications
Criminal Justice
Education
Management
Marketing
Operations Management/Management
Information System
Social Work