

Welcome back. I hope you and your family have enjoyed a wonderful summer. To the twenty-five new faculty and librarians, I would like to welcome you to our membership. The Salem Chapter Officers are:

President - Paul McGee (ACC/FIN)
Vice President - Amy Everitt (SFL)
Secretary/MSCA Director - Nancy George (LIB)
Treasurer - Michele Sweeney (SFL)
Grievance Officer - Maggie Vaughan (PSY)

All officers can be reached at extension 6366. Maggie Vaughan can also be reached at her home office: phone: (207) 846-6017, fax: (207) 846-6170 or email: mvaughan@nlis.net.

The Chapter Secretary is Mary Buckley and her direct line is extension 6920. The Chapter Office is located in the Harrington Building, South Campus, rooms 121 and 122. The office is open on Monday, Tuesday, Thursday, and Friday from 8:15 to 1:15 pm. If the MSCA/Salem Chapter can be of assistance, please do not hesitate to give us a call or stop by.

New unit members: please call Mary Buckley and let her know your Salem State e-mail address. At various times the Chapter sends information to its members via the e-mail system.

Funding of the contract: when will it happen? And when will the money hit our paychecks? We do not have a definitive answer yet. We do know that on July 18th Chancellor Judith Gill sent Pat Markunas, President of the MSCA, written confirmation that Secretary of Administration and Finance Eric Kriss "has signed the faculty contract negotiated between the Board of Higher Education (BHE) and the Massachusetts State College Association (MSCA)."

In mid-August the BHE requested additional fiscal data from the human resources directors at each college. The information was due to the BHE by the end of August. This information will be submitted to the Executive Office of Administration and Finance. According to Chancellor's Gill letter "Upon completion and verification by the Office of Employee Relations (OER) and the Fiscal Affairs Division (FAD), Governor Mitt Romney will submit his funding request to the Legislature." Once the legislation is filed it will be referred to the House Committee on Ways and Means. With this committee's approval, the funding request will be included, with many other items, in a supplemental budget bill. The bill will work its way through the legislature (both the House and the Senate) and in all likelihood then will be forwarded to a Conference Committee. Next the bill will be sent to the Governor for his signature or veto. If the bill or parts of the bill are vetoed the legislature will have the opportunity to override the veto(s).

Back to the original question: when will the increases hit our checks? After this journey through the BHE, the Governor's office, and the legislature, it will still take several weeks for the raises to appear in our checks. The first two pay raises will be paid retroactively to the effective dates of March 1, 2005 and July 1, 2005. We are not sure when the funding will happen but we are pretty sure the third pay raise of July 1, 2006 will not have to be paid retroactively! Keep your fingers crossed. As always we will keep you informed.

New Day Contract

The new contract has many changes. Some changes go into effect when the contract is funded, others are effective now.

The following new provisions in the 2004-2007 contract do not go into effect until a contract funding bill is enacted into law:

(Numbers in parentheses are page numbers in the 2004-2007 contract.)

Article IV

Employer contribution to H&W trust fund increased to \$11/FTE/week July 1, 2006 (52)

Open-ended leave of absence for certain academic administrators (53)

Article VI

Chair stipends increased to \$1650/semester effective Spring 2005 (67)

Article VII

Governance referendum (72)

Article VIII

Student evaluations (99-100, 103-104)

A modified college-wide tenure committee [current system will remain in place during academic year 2005-2006] (119-120)

After January 1, 2006, peer evaluations for new hires only in 2nd, 4th and (optionally) 6th years (109)

Article VIII-C

Non-grievable post-tenure review with possible salary increase (129-141)

Article IX

Tenure evaluation in 6th year for unit members hired after January 1, 2006 (142-143)

Article XI

Exclusion of governance recommendations from arbitration (186)

Article XII

Departmental assessment of academic advising (195)

Article XIII

Minimum salary review, increases in salaries (initial pay increases effective March 1, 2005 and July 1, 2005), promotion increments, tenure degree adjustments, part-time compensation (initial increase March 1, 2005), base salary, maximum salaries (219-229)

Article XIII-A

Increases in all elements of the minimum salary formula (230-231)

Article XX

Rights to unit positions with tenure for newly hired academic administrators or unit members on leave to serve as academic administrators (261-262)

The following new provisions in the 2004-2007 contract go into effect and will remain in effect regardless of whether the contract is funded:

Article I

Clarification of definition of terminal degree (11-13)

Article IV

Open-ended leave of absence for unit members elected to public office (53)

Article VIII

Clarification re "higher order of quality may be required" for promotion (96; see also Article XX, 250, 257 and XX A, 263)

Clarification that librarians who teach Day classes will be evaluated on their teaching as are faculty (96)

Reduction of number of evaluations of part-time faculty (97)

Only the classroom observation (and student evaluations, if implemented) conducted during first year of employment in the unit (97)

Peer Evaluation Committee for librarians as for faculty (111, 123)

Reduction in number of evaluations of Chairs (116)

Article VIII-C

Temporary hold on the post-tenure review process from the 2001-2003 contract (129)

Article XII

Carryover of workload credits and debits from all prior years (192)

Article XIII

Joint Salary Study Committee (229)

Article XIV

Professional development monies (234-238)

Article XX

Separation of promotion to associate professor from tenure process, i.e., no requirement for untenured assistant professor to be candidate for tenure if applying for promotion, and no requirement to obtain both -language deleted (notification was given to affected faculty this summer)

Automatic promotion for instructors who obtain credentials for assistant professor (251)

XX-A

Automatic promotion for instructors who obtain credentials for assistant professor (256)

Delegate Assembly

Forty-four (44) members from around the state attended this year's Delegate Assembly held on April 30th at Worcester State College. I would like to thank the following Salem members who attended as delegates.

Lisa Dupuis (SFL)
Jeanne Corcoran (OCT)
Amy Everitt (SFL)
Nancy George (LIB)
Marty Krugman (PSY)
Patricia Markunas (PSY)
Paul McGee (ACC/FIN)
John McHale (ENG)
John Otieno (SOC)
Margaret Vaughan (PSY)

Executive Committee Appoints Committees

At its May 3, 2005 meeting, the MSCA/Salem Chapter Executive Committee voted to recommend the following faculty and librarians to the committees indicated. On behalf of the Chapter, we thank these members for their willingness to represent us in the governance system of the College.

All College - 8 Unit Members

(1) Member from each Area; (4) At-Large

Area Name/Department

Area A MacTaylor, Ron (CHE)

Area B Raudzens, Ingrida (ART)

Area C Goss, Laurence (GEO)

Area D Farahbakhsh, Massoud (MGT)

At-Large DeFelippo, Anne (NUR)

Gould, Chuck (SOC)

Fuller, Heidi (SFL)

Sathasivan, Kani (POL)

Curriculum Committee - 16 Unit Members

(4) Members from each Area

Area Name/Department

Area A Adams, Bill (CHE)

Briney, Robert (CSC)

Burnett, Paula (NUR)

Platt, Mary (MAT)

Area B Beauvais, Paul Jude (ENG)

Dennis, Nancy (LIB)

Hart, Elizabeth (THE)

Malloy, Mark (ART)

Area C Bailey, Bette (SFL)

Lyons, Teresa (PSY)

Marien, Daniel (POL)

Siden, Dorothy (ECO)

Area D Costanza, Steve (CRJ)

Deanow, Carol (SWK)

Haran, Beth (MKT/DS)

(1) One Vacancy

Academic Policies - 16 Unit Members

(4) Members from each Area; including at least (1) Librarian

Area Name/Department

Area A Perrault, Sheila (NUR)

Rosenberg, Robert (CHE)

Rosenthal, Arthur (MAT)

Scottgale, T. Nelson (BIO)

Area B Buchanan, Patricia (ENG)

Edwards, Susan (LIB)

Healy, Thomas (THE)

Melilli, Mary (ART)

Area C Krugman, Marty (PSY)
Otieno, John (SOC)
Sweeney, Michele (SFL)
Young, Stephen (GEO)

Area D Aiyeku, Joseph (MKT/DS)
Connelly, Patricia (SWK)
Little, Lillian (MGT)
(1) One Vacancy

Graduate Ed. Council - 5 Unit Members

(1) Member from each School; (2) At-Large

School Name/Department

Arts & Li Li (HIS)

Science

Business Ann-Marie Harris (BUS)

Human Byrne, Mary (SWK)
Services

At-Large McRae, Maureen (NUR)
Ratner, Keith (GEO)

Library/Media Development - 7 Unit Members

(1) Member from each Area and (3) Librarians

Area Name/Department

Area A Sak, Leah (NUR)

Area B Demarjian, Haig (ART)
Dole, Betty (LIB)
Goldstein, Leslie (LIB)
(1) One Vacancy - (LIB)

Area C Silvern, Steven (GEO)

Area D Gu, James (MGT)

Student Affairs - 5 Unit Members

(5) Unit Members

Name/Department

Bahnan, Nisreen (MKT/DS)

Dupuis, Lisa (SFL)

Maciejewicz, Liz (THE)

Sullivan, Anne (CRJ)

Ware, Tracy (BIO)

Council on Teaching and Learning

Two-Year Term Staggered

(10) Unit Members

Two-Year Term Appointments- (5) Unit Members

(Sept. 1, 2005 - Sept. 1, 2007)

Name/Department

Gu, James (MGT)

McGovern, Mary Ann (NUR)

Pomerantz, Francesca (EDU)

Serra, Fatima (FL)

Steenrod, Shelley (SWK)

One-Year Term Remaining - (5) Unit Members (Sept. 1, 2004 - Sept. 1, 2006)

Name/Department

Corcoran, Jeanne (OCT)

Coughlan, Elizabeth (POL)

Gubbins, James (IDS)

Krebs, Lorri (GEO)

Metchik, Eric (CRJ)

The following members were appointed to the

Steering Committee - Fifth Year NEASC Report

Bailey, Bette (SFL)

Billings, A. Thomas (EDU)

Healy, Thomas (THE)

Rosenberg, Robert (CHE)

Siden, Dorothy (ECO)

The following members have been appointed to the **Search Committee for Associate Dean, Education:**

Cervoni, Cleti (EDU)

Gallagher, Vicky (EDU)

Halpern, Pamela (EDU)

Committee on Promotions

Nominations are being solicited for the four (4) vacancies on the Committee on Promotions. There are (3) vacancies which will carry a two-year term and a remaining one-year term vacancy (to replace a member on sabbatical).

These appointments will *not* be made by the Executive Committee but will be elected, if necessary, at the end of September, by vote of the general membership.

Nominees must be tenured and hold the rank of Associate Professor, Professor, Associate Librarian, Librarian, or Senior Librarian.

Nominees may not be chairs or candidates for promotion during their term.

Current members include:

Corbett, Caitlin (SFL)

Jensen, Marie (NUR)

Nicholson, Barbara (SWK)

Nominations should be submitted using the form provided on page 6 of this newsletter. Please notify the union office (by mail or by phone) no later than **Friday, September 16th at noon.**

Contract Committee Vacancies

This summer Li Li and Ann-Marie Harris submitted their resignation from the Graduate Education Council. In addition to those openings, the following Contract Committee vacancies exist:

Curriculum Committee (Area D)
Academic Policies (Area D)
Library/Media Development (LIB)

Eligibility criteria and restrictions are noted below. Also note eligible departments listed on page 6.

Contract Committee Eligibility Criteria & Restrictions:

- Full-time unit members not on a leave of absence next academic year and who are not serving on another contract committee are eligible.
- No more than one member from an Academic Area may be appointed to any contract committee.

If you are interested in serving on one of these committees, please complete the attached form and return to MSCA/Salem Chapter, HB-121 or call Mary at extension 6920.

Nominations must arrive at the union office no later than ***Friday September 16th at noon.***

Salem Chapter/MSCA Executive Committee Meeting

There will be an Executive Committee meeting on Monday, September 12th at 2:00 p.m. in the Heritage Room, Ellison Center. This meeting is open to all unit members.

Contracts Available

Day and evening contracts are available in the Union Office, Room HB-121 during normal business hours.

