

## MSCA's Proposals

Our first group of proposals concerned chairs' inadequate compensation, the heavy workload of department chairs, and chair burnout.

- **Increase in Chair's Pay.** Under our proposal, chairs would be paid for summer work along with the fall and spring semesters. If management accepts our offer, chairs' pay, which remained stagnant over the COVID contracts, will increase by over \$4,000 in the first year and bump up by 6% in the second and third years.
- **Chair Release Time.** Chair release time would be linked to the number of department employees rather than the number of faculty, which would increase many chairs' release time. In addition, no chair, no matter how small their department, can do all the work required with a single course release in one semester. All chairs need at least 6 credits of course release (Framingham's 4-credit model makes this look a little different). Chairs would also get an additional course release during Program Review or Accreditation Review semesters.
- **Assistant Chair Position.** To alleviate a chair's workload, a department **may** decide to create an Assistant Chair position. The Assistant Chair would receive a 3 credit hour reduction and would help complete some of the tasks assigned to the Chair. The Chair would still retain their main responsibilities, particularly over personnel actions.
- **Reduction of Mandatory Summer Work Days.** Chair mandatory work-days would be reduced from 15 to 10, and chairs could choose a remote modality for all required advising days. **Additional Department Support.** Each department would receive two 3 credit APRs to facilitate department work's completion.
- **Workload Credits.** Any department that has over 24 hours of workload credits for four consecutive semesters would have a guaranteed full-time, tenure track hire. This proposal would also enable faculty to be paid for their overload rather than lowering a future semester's courseload.
- **Guaranteed Full-Time Department Administrative Assistance.** To reverse the decades-long cutbacks in department support, we propose that each department should be assigned a full-time administrative assistant.

We also introduced needed language to address librarians' working conditions. Although the job has changed, especially as a result of the pandemic, our librarian language has not. Now is the time to ensure that librarians receive equitable treatment. Here are some of the highlights:

- **Librarian Chair.** Currently, some of our campus librarians do not have a chair; those campuses with fewer than five MSCA librarians have a policies committee in which they can organize their work. We propose that every library department have a chair and a policies committee.

- **Release Time.** Release time for librarian work should be equivalent to faculty's compensation. We propose that every credit of release time should constitute 3.25 hours of work reduction. Whenever there is release time, the work should not be transferred to other librarians. Additionally, when there is an APR, the university shall hire a MSCA librarian to cover this work.
- **Librarian Scheduling.** Librarians should not be required to work after 4:30 PM or on Saturdays and Sundays. Additionally, librarians should have two days each week in which they can telecommute. In those pay periods when a librarian works over the scheduled 37.5 hours, they may choose to either use these hours later in the semester or be paid their hourly rate.
- **Terminal Degrees.** Under the current contract, management may require course work beyond a librarian terminal degree. We propose that only a terminal degree (Master of Library Science (M.L.S.) or an equivalent Master's degree, including the degree of Master of Library Science and Information Science (M.L.I.S.) be required.
- **Correcting Librarian Ranks.** Librarians are currently hired at a rank below their respective faculty ranks, which excludes librarians from some of the salary bumps that faculty receive. We propose to link librarian starting rank to the faculty starting rank.
- **Access to Library Computers.** We propose allowing MSCA librarians access to computers used by library MSCA unit members to maintain specialized library software systems.

## Management's Proposals

In their opening comments, management stated that "these proposals seek to protect and promote the mental and physical health of unit members, while also ensuring an optimal learning environment for students." Here is a summation of management's proposals:

- **Collegiality and Community.** Management seeks to maintain and cultivate "a professional environment that promotes inclusiveness and mutual respect." In doing so they would like to consider "professionalism, inclusiveness, and mutual respect" when they evaluate "other professional activities" in the tenure and promotion process. We pushed management to explain how they would define these terms, how they would respect academic freedom as well as how they would avoid arbitrary application of these standards.
- **Anonymous Complaints.** Management would like to grant Deans and Chairs the authority to "take adverse action if there are more than two anonymous complaints against the unit member concerning the same or similar issue and the University is able to identify the individual(s) who made the complaints and their relationship to the University".

- **Wellbeing.** Management states that it has “an abiding interest in the wellbeing of unit members wellbeing” and to promote “workplace safety” they would like the authority to “require a unit member to undergo an independent medical examination for the purposes of determining the unit member’s fitness for duty, with or without a reasonable accommodation.”
- **Sick Bank.** Along with an attempt to simplify the sick bank contract language, management proposes to make denial of sick leave requests outside of the standard contractual grievance process. They also want to reduce the amount of time that a full-time faculty member can utilize the sick bank leave from two years to one year.