

President's Message—Jim Gubbins

The leadership of the Salem Chapter of the faculty union has been very busy this semester. The Executive Committee meets regularly to discuss what is happening on campus and what actions to take. Here is a list of the major issues that the leadership has been addressing since September:

- Faculty accumulated overloads and underloads
- Parking and traffic congestion
- Clarity of benchmarks for tenure, promotion, and post-tenure review
- Cost of consultants
- Chairpersons' workloads
- Retirement accounts & the retirement incentive
- Bargaining for the new MSCA contract
- Defeat of Ballot Question 2
- Facilities: moving some art studios from Sullivan to South Campus & various maintenance issues
- Fairness in awarding APRs
- Leadership development within the union
- DGCE teaching assignments
- Course caps, minimums, and cancellations in the day and evening programs
- Removal of degree programs from DGCE
- Collaborating with Lisa McBride, Vice President for Diversity, on intra-departmental conflict & diversity
- Support for faculty's civic engagement work
- Campus safety

In addition, since June, the union has filed nine grievances. Everyone in the leadership has been working extremely hard, and I can say we have a great Executive Committee, Vice President, Grievance Officer, Director and Secretary, all of whom have all stepped up to meet the challenge.

One important task of the Executive Committee is to place faculty members on committees. This points to how the entire faculty has the opportunity to pitch in and drive the agenda for Salem State. Through the committees specified in the union contract and the other university committees, faculty share in the governance of Salem State. All this committee work is the means by which we make certain that the university hold true to its mission.

Grievance Officer's Message— Anne-Marie Hakstian

Good news: As a result of a grievance filed during the last academic year, e-car charging stations have been installed for faculty on North Campus and on Central Campus.

Parking garage: Last year in November, the Salem Chapter filed a grievance alleging that the administration's decision to prevent faculty members from parking in the new garage on campus violates the contract. Specifically, we claimed that the restriction violates Article III, Section B(7) which provides that faculty members are permitted to park in spaces other than those designated for faculty if the designated areas are filled or are otherwise unavailable. Following unfavorable decisions by Provost Silva (in January) and President Meservey (in February), the MSCA's Statewide Grievance Committee voted to move the grievance to steps 3 and 4. The parties will meet in Salem to attempt to mediate the matter on December 16, 2016. If such efforts are unsuccessful, an arbitrator will decide whether or not the administration's action violates the contract. Photos of the parking lots and parking lot problem reports are being sought.

May DGCE teaching: The Salem Chapter filed a grievance regarding Provost Silva's October 20th memo. In this memo he stated that DGCE teaching during May (between the hours of 8:30am-4:30pm) would "conflict with the expectation that you are available to render professional services to the University during the standard workday (i.e., Monday through Friday from 8:30 A.M. until 4:30 P.M.) as your primary professional employment during the academic year."

At step 1, we presented evidence to the Provost indicating that this action violates the day contracts and disregards the designation of faculty as special state employees allowed to hold outside employment during regular working hours exemptions to M.G.L. c. 268A. The Provost agreed to retract his memo regarding the scheduling of courses for Summer I. In addition, he stated that he would consult with the chapter prior to issuing new policies.

DGCE Programs: The chapter is also pursuing a grievance regarding the administration's removal of undergraduate programs of study from DGCE's offerings outside the governance process. We are awaiting a finding from the Provost following our step 1 hearing with him.

Grievance process: Faculty members who believe a violation of the collective bargaining agreement has occurred and wish to discuss a potential grievance should contact me for assistance with initiating the process. ahakstian@salemstate.edu

The first step involves an informal hearing with the Provost. At step 2, the grievant meets with President Meservey. Grievance forms must be submitted within 15 calendar days from the date of an alleged breach of the contract (or from the date the grievant learned of the breach).

Campus Safety-- Joanna Gonsalves

At our October 17th Executive Committee Meeting, we met with John Keenan (Vice President of Administration) and Gene Labonte (Chief of Police) to discuss concerns about faculty and staff safety on campus. We learned about recent changes to safety and emergency protocols on campus, some of which are highlighted on the new posters hung in every classroom (for comprehensive policies see <https://www.salemstate.edu/assets/images/policies/Emergency Info Flipbook Finalized.pdf>).

Building Security: The University Police and Facilities are working on securing the entrances to Meier Hall, similar to what is in place at the Bertolon classroom building. Apart from the four primary entrances, all exterior doors will be locked 24/7 (functioning as exit-only). Those four primary entrances will lock and unlock automatically at the beginning and end of the day, and can also be locked/unlocked remotely from the police station in the event of an emergency. Once the facility changes are complete, faculty will be able to unlock entrance doors after hours with their clipper cards. Sullivan Building is next in line for security upgrades.

Campus Teams: The University has a *Threat Assessment Team* which works closely with the University Police to ensure the academic success, health and safety of the individuals within our campus community. This work relies heavily on all of us reporting if an individual is a threat to himself/ herself or others, or is exhibiting disruptive or

worrisome behaviors (face-to-face encounters, as well as web postings, emails, and texts).

In addition, there is a *Student Behavioral Intervention Team* that "meets weekly to discuss students whose behavior concerns the university from a coordinated, caring, and developmental perspective to intervene for those in need prior to crisis".

There is also a *University Safety Committee*, comprised of administrators, faculty, staff and a student that is charged with reviewing policies and educating the community about safety matters.

As faculty members, we have the greatest amount of interaction with students, so it is essential that we share our personal observations with the various teams on campus.

Reporting:

For situations that require immediate response:
Call the University Police: x6111 (university phones only) or 978-542-6111. You can also call 911 but the call goes directly to the State's centralized dispatcher and then is routed back to campus.

For other situations, report your concern to:
The Dean of Students: x6401 or 978-542-6401
The Threat Assessment Team: Complete a report at <https://www.salemstate.edu/26041.php>

Notification of Emergencies: Notice is sent to campus community members via email, phone and texts; be sure your contact information is up-to-date in Polaris (Dashboard → Web Profile Editor → emergency contact information).

Faculty, Staff and Student Response Protocols:

New posters in our classrooms outline response protocols for different categories of emergency events. Please note that *Active Shooter*, *Lockdown* and *Shelter-in-Place* events warrant different responses. Emergency notifications should indicate which protocol to follow.

The University Police are offering ALICE Training (Alert, Lockdown, Inform, Counter, Evacuate) for departments and programs that desire more preparedness training (www.alicetraining.com). These training sessions are presented periodically throughout the semester and are generally announced via email. Any department that wishes to have a ALICE presentation can direct their request to the office of the Chief of Police at 978-542-6542.

Around the State— Tiffany Chenault

MSCA Board met on November 4th. Chapter Presidents reported on issues happening on their campuses. Sharing knowledge of current issues, the strategies used, and the role of the MSCA is vital to make sure we are not in chronic silos with issues that impact us all in the State University System

Program Area Chairs/ Coordinators: There is much inconsistency across campuses around APRs, the roles, responsibilities and compensation for graduate program chairs/coordinators.

Overload: Faculty are overwhelmed by the volume of committee work and duties that Presidents, Provosts, and Deans have allocated to them. Framingham State has decided that they will not participate in committees unless something is taken off their plates.

Essential Employees: There is inconsistency over Librarians as non-essential employees, the use of their work time, and keeping the library open during snow emergencies.

Bridgewater: The EEO office has become a place where faculty are levying accusations against each other. Pres. O'Donnell recommends that Consultant James be contacted for assistance with day members and Consultant Lewis be contacted for DGCE faculty.

Worcester: The university administration is limiting adjunct faculty to 10 total credits (day and evening combined).

Westfield: The new president is learning how to work with unionized employees and is proving difficult to deal with. The university is attempting to schedule a common time for campus activities/ meetings.

Framingham: Faculty are repeatedly being asked to donate to the campus fundraising campaign. Two faculty up for tenure last year were originally denied for not satisfying the time requirement to be granted tenure with promotion, subsequently did receive tenure with promotion. Information was requested by the chapter leadership regarding policies on public intellectual work.

Fitchburg: The university foundation purchased a block of buildings in downtown Fitchburg that will need renovation. There is concern that the university's debt load is too high to pursue the project.

Mass Art has started a 5-year pilot of removing standardized tests scores from admission criteria. Human Resources informed departments that all first interviews will done via Skype.

Reminders

- The MSCA Bargaining survey is due Nov. 28
- Applications for MSCA Funds for Continuing Scholarship are due by December 31. Forms are available in Academic Affairs.
- Report faculty parking problems whenever you encounter them. Forms are available by request (email: mbuckley@salemstate.edu).

Upcoming Dates

**November 21, 11:00am-12:30pm (MH241):
Graduate Coordinator Duties & Comp. Forum**

**November 28, 11:00am-1:00pm (Vets Hall):
Faculty Forum regarding Bargaining**

**December 5, 8:00am-9:30am (SB202-B)
Executive Committee Meeting**

**December 8, 4:00pm-7:00pm (Hawthorne Hotel):
Chapter Holiday Party**

Executive Committee Members

President: Jim Gubbins (IDS), x6366
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Treasurer: Hongtao Guo (ACC/FIN), x2383
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MSCA Director: Tiffany Chenault (SOC) x6263,
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Grievance Officer: Ann-Marie Hakstian (MGT),
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Area Reps: Juditha Burchsted (BIO), James Cullen, (GLS), William Cornwell (PHL), Jeff Theis (ENG), Martin Krugman (PSY), Bethany Jay (HIS), David Goodof (MGT), Mary Byrne (SWK)

At-Large Reps: Andrew Darien (HIS), Paul Kelly (BIO), Lorri Krebs (GEO), Victoria Morrison (NUR), Dan Mulcare (POL), Peter Walker (ENG)

MSCA Chapter Office

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