

MSCA Bargaining Survey Report

There were 837 responses with an 82% completion rate. The average time to complete the survey was 15 minutes.

The percent of members responding from chapters paralleled the number of members in each chapter.

Full-time, tenure-track faculty and librarians accounted for 79% of the respondents (659). Part-time faculty accounted for 17.5% of the respondents (147) . There were 27 responses from librarians.

- In this breakdown part-time faculty were underrepresented both as unit and union members in the survey and librarians are overrepresented.
- However, given these numbers, the strong responses in favor of part-time and librarian issues suggests that members care about other member issues across employment categories.

Of the respondents, 45.5% reported an annual salary of less than \$80,000 /year.

The average time of employment for part-time respondents was 9 years.

Overall Values: The highest rated value, by a significant margin, was a focus on increasing the accountability of administration to faculty and librarians. Next was the value of a democratic workplace, challenging administrative growth, and then addressing inequities for part-time faculty (however, given that only 17.5% of the respondents were part-time faculty and this still scored over 50% as an important item, we can infer that a more representative sample would elevate this value). There was less support for broader social goals such as debt-free college and sustainable campuses, but many members still ranked these as valuable.

Comments:

In addition to the values included on the survey faculty and librarians also noted important issues in their comments.

- Salary, Benefits, & Working Conditions - The most popularly voiced category in the comments was directed toward the push for foundational union priorities of salary increases, benefits, and working conditions.
- Voice & Respect - A number of comments addressed issues of faculty and librarian voice in decision-making, particularly decisions focused on student learning. There were several comments on the need for increased respect on campus.
- Workload - Many comments mentioned the need to address increasing workload.
- Equity - Equity was also a key value that was mentioned in a number of comments. These included issues of equity for different types of courses (equivalencies), for different departments/areas (non-STEM), for part-time faculty, for gender/race/ethnicity, and with the DGCE collective bargaining agreement.

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Salary:

Top ranking issues here (in order):

1. Increasing salaries
2. Evergreen cost-of-living adjustments after the expiration date if a new collective bargaining agreement is not reached
3. Pay equity for part-time faculty
4. Increasing research and travel funding
5. Compensatory time and/or pay for work in excess of responsibilities

Comments:

Part-time faculty mentioned several key issues to consider in addition to what was included in the ranking:

- Compensation for music instructors - Several mentions were made of the failure to increase salaries for faculty teaching individual music lessons on any campus other than Westfield
- Loss of unit member status for part-time faculty - Several mentions were made of the loss of unit member status (and subsequent reduction of pay) for those who are not employed for a year
- Benefits - Several members mentioned issues of benefits such as health insurance, parking, and storage space (lockers, etc.) when office space is unavailable

Full-time faculty and librarians mentioned several key areas:

- Post-Tenure Review & Formulary Increases - The desire to continue post-tenure review was voiced by a number of participants as well as a desire to retain formulary increases.
- Pay Equity - There were many comments voiced concerning pay equity. This was raised in terms of equity among ranks, departments, gender/race/ethnicity, and with part-time faculty.
- Equivalencies - A number of comments mentioned the need to increase workload equivalency ratios. There was also mention of the desire for pay for thesis advising, directed studies, etc. rather than workload credits.

Benefits:

Top ranking issues include (in order):

1. Seeking ways to off-set the increasing costs of GIC health insurance
2. Improve the dental and vision benefit

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3. Health insurance for part-time faculty (impressive given only 17.5% of respondents were part-time faculty)
4. Requiring the employer to pay the new Paid Family and Medical Leave tax
5. Offering paid family leave
6. Full tuition remission/waiver

Comments:

Most of the comments here related to issues with the costs of health insurance, dental and vision. Other issues included:

- Consistent retirement incentives
 - Research time for librarians
 - Telecommuting to campus
 - Parental/Family Leave
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Evaluations:

Top ranking issues include (in order):

1. Revise the student evaluations form
2. Limit the importance of student evaluations in the evaluation
3. Create a system for the electronic submission of evaluation materials
4. Clarify the application of evaluation criteria
5. Revise the classroom observation form

Comments:

The comments in this section focused on a number of issues. Chief here were:

- Student evaluations - Revision or elimination were mentioned.
 - Evaluate administration - A significant number of comments mentioned a system for evaluating administrators.
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Workload:

Top ranking issues include (in order):

1. Reduce teaching load to three 3-credit courses per semester
2. Implement a 4-credit per course system
3. Establishing a class size maximum
4. Release time for scholarly activity
5. Address inequities across advising loads
6. Increase workload equivalency ratios
7. Address heavy advising loads with compensation or compensatory time

Comments:

The comments in this section exhibited disparaging viewpoints. For instance there were proponents and critics of the 4-credit percourse structure as well as to establishing class size maximums and minimums.

There were a few comments that addressed ideas not present in the rankings. These included:

Service/Advising - Consider some way to off-setting advising for those with heavy service participation, or other reduction of high service workloads.

- Compensation for different courses - While several comments mentioned the need for increasing the equivalency workload ratios, others focused on the need to increase credit for high-impact practices such as writing-intensive or research-intensive courses.

Governance & Administration:

Top ranking issues include (in order):

1. Evaluation of administrators
2. Increasing financial transparency
3. Increasing accountability to the governance processes and committees
4. Revision of campus-wide committees to prevent governance work arounds
5. Release time for governance committee chairs

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Comments:

There were fewer comments in this section, but one repeated point was to mention that this area was the most important set of priorities in the survey. This seemed second only to issues of salary and benefits.

Chairs & Program Area Coordinators:

Top ranking issues include (in order):

1. Increase compensation
2. Increase release time
3. Clarify and reduce workload
4. Create a mentor system

Comments:

The comments in this area were quite varied. There was a definite sense of the need for increased support/time/compensation for chairs. In addition, it appears that clarity around program area chairs is needed.

A few interesting points were:

- Need for release time for library program area chair (equity and consistency with other program areas).
 - Clarification regarding what happens if no one in a department wants to be chair.
 - Leadership training for chairs.
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Workplace Equity:

Top ranking issues include (in order):

1. Increase the alignment between the DGCE and Day collective bargaining agreements
2. Improve access to office space for part-time faculty
3. Conduct a salary equity study
4. Improve access to computers for part-time faculty
5. Address unit status for part-time faculty

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Comments:

The comments here were also quite varied. However, there were several key ideas that were mentioned repeatedly. These include:

- Unit status for part-time faculty - The need for immediate member status as well as the desire for member status to not be based on the number of consecutive semesters of employment.
 - Office space for full-time faculty - The point was raised several times that full-time faculty at some universities operate without private office space.
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Professional Maritime Faculty, Librarians, PT-Faculty:

Comments:

Professional Maritime Faculty (4 comments)

In addition to the key issues asked about members mentioned:

- Submarine training

Librarians (17 comments)

- Salary and rank equity with the faculty
- Lower the number of librarians necessary to constitute a program area
- Flex time for research
- Eliminate the “essential personnel” designation

Part-Time Faculty (33 comments):

- Healthcare - Mentioned frequently here and throughout the comments in the entire survey
 - Parking
 - Pay equity
 - Retirement
 - Department-level training for part-time faculty
 - Creating a pathway to full-time employment
 - Parity with DGCE
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Additional Comments:

A number of the comments included words of thanks and encouragement to the union. In addition a number mentioned key problems with the survey structure and design.

Health insurance for part-time was raised repeatedly throughout the survey. Generally there was a focus on the need to address problems with contingent faculty.

There were fewer comments in other areas raised. These included:

- Full-time temporary faculty - Problems with the 6 semesters cape.
- Accountability for delayed negotiations - There was interest in holding the administration more accountable for delays in negotiations.
- A general need to clean-up and clarify the collective bargaining agreement.