

Organizing and Unity Report

Over the last year, a number of activities were undertaken under the aegis of the Organizing and Unity Leader role:

1. Crafting action network petitions for ARPA funding of our institutions as well as supporting priority vaccination for higher education professionals.
2. Op-Ed writing workshops on vaccines.
3. Facilitating unemployment workshops for our PT faculty over December break.
4. Member recruitment activities:
 - creating drafts for member recruitment for new FT, PT and DGCE faculty from chapter president, new member liaison and treasurer.
 - assembling materials to help chapters during new member recruitment drive
 - coordinating multiple meetings with eight new member liaisons to discuss challenges and successes of member recruitment in the post-Janus era.
 - organizing the purchasing and distribution of iPads to NMLs across the system.
 - attending MTA workshops on member recruitment and sharing higher ed info.
 - answering NML questions as well as organizing campus-by-campus numbers of both FT and PT non-members for follow through by NMLs.

NML reports from eight chapters.

Bebo (BSU)

Irina, Polina, and myself divided up the Full-Time to contact about joining MSCA. I contacted and followed-up around ten (10) faculty of which eight (8) ultimately did join. I'm still currently following up with the remaining two. I have attended a couple of the webinars which were interesting and engaging along with our NML meetings with Ashley and you.

Zach (FiSU)

- Attending the new faculty orientation to promote union membership
- Attending online meetings with other NMLs from other campuses
- Meeting virtually with Rala to discuss strategies of recruitment
- Working with Rala to craft an email blast to all adjunct faculty soliciting input around any issues they feel need to be addressed, and subsequently responding to replies to this email
- Attending union meetings virtually
- Fielding various NML emails

Mirari (FrSU)

#1: Report from New Member Liaison Activities Fall 2021

New Member Liaison (NML) 2021-2022, Mirari Elcoro (Department of Psychology & Philosophy, Framingham State University)

During this semester, the NML along with members of the MSCA Framingham Executive Board (e-board) conducted an orientation session for new faculty and librarians as part of a larger orientation event hosted by Academic Affairs on August 30 at 11:50 a.m. During this orientation session we provided key elements of our union along with recent accomplishments and reasons to join (a powerpoint slide show was prepared and the meeting was conducted via Zoom). The NML followed up (via email and in person) with new (and renewing) members to join the union, and delivered MSCA t-shirts and mugs to those who joined. These follow-up interactions included specific information on how to fill the application form and the dues structure. In addition, the NML updated the section of the FSU Faculty Handbook dedicated to the union. The NML attended two NML meetings: one on October 25 at 4:00 p.m. (led by Aruna Krishnamurthy, MSCA NML coordinator) where we shared information on how to recruit new members (focusing on part-time faculty), and another one on December 7 at 4:30 p.m. (led by Ashley Adams, MTA NML coordinator) to brainstorm topics for training organized by the MTA dedicated to higher education. After the first meeting, a letter to reach out and recruit part-time faculty was drafted and shared with NMLs. The NML shared this letter with the e-board and we tailored it to fit the FSU community, highlighting our PT/FTT affinity group. The letter was sent via email to those PT faculty (day and DGCE) identified by Melissa Beatty (MSCA State Treasurer), as pending in dues payment. The letter generated responses and with the assistance from Melissa Beatty the NML responded to each request for further information. The responses from PT faculty also expressed gratitude for the work of the union to support PT faculty. Additionally, the NML regularly shared updates with the e-board and in meetings with members. The NML responded also to several email check-ins (from Aruna & Ashley) about the status of recruitment and activities. The NML also communicated frequently with Melissa Beatty about procedures and updates of new and renewing members.

#2: Drop in Full-Time (FT) Faculty

The following information was provided by the Office of Human Resources, confirmed by the Office of Institutional Effectiveness and the Office of the Provost at Framingham State University (12/14 and 12/15/2021 via email communications with these offices).

The following refers to the metric labeled total drop. We had 189 FT faculty + 9 librarians in Fall 2020 and 179 FT faculty + 8 librarians in Fall 2021. That would inform the union of a loss of 11 members.

MassArt: No NML

Mike Gutierrez (MMA):

I have met with our new employees and informed them about the benefits of the MSCA. I have also developed a campus tour with admissions for all new faculty in the future. It has been a little slow since we do not have very many new faculty members and the ones we have are members.

Anna Jaysanne-Darr (MCLA)

We have four new FT faculty on campus, one of whom is TT. In my capacity as NML, I have prepared materials on our New Faculty Learning Community Canvas page for them to review, sent them emails encouraging them to join the union and offering to answer their questions about the union and the college, and met with them to talk about all elements of their work as faculty, including the union and our contract. I prepared an email, based on the template, for our union president to send new faculty. All four new faculty members have joined the union. I have also corresponded with Melissa Beatty about part time and DGCE faculty membership, although I find that information to be fairly opaque and Melissa and I seem to be talking past each other, thus I'm still not clear who I need to reach out to about membership in this group. (For example, she sent me a list that she said comprised all PT and DGCE folks who haven't paid. However, I compared it to my list of all faculty, and it was clear that it was just a list of PT faculty, not DGCE faculty. But when I told her that, she told me she couldn't separate out the list of PT and DGCE faculty... that was our last interaction.) I have also communicated numerous times with Roberta Govoni at MSCA about the shirts and mugs we promised new faculty in our introductory email. She has told me that they ordered more mugs and that they would be sent to us eventually, but that they didn't want to order more t-shirts.

Cathy Fahey (SSU):

Attended New Faculty Orientation in September

Did a listening tour of departments to hear members concerns.

We didn't have any new full time hires, so recruitment was not something we focused on at SSU.

Karsten (WeSU)

I spent time connecting with the newest faculty members, listening to their concerns. We tried to organize a new-faculty orientation, but did not get it off the ground. I also spent considerable time getting an accurate list of tenure-track faculty. Unfortunately, Westfield's statistics and faculty lists do not distinguish between full-time temporary and tenure-track assistant professors. They also often do not distinguish between adjunct and full-time faculty when announcing hires. All of the tenure-track faculty hired in the last five years are members, as far as I can tell. This is amazing, given that the choice now is between member and non-member (big difference in money spent) rather than member and agency (smaller difference). My next step is to identify adjunct faculty who have taught for three semesters or more yet are not members of the chapter.

Sue Mitroka (WSU): Sue did not send me a report, but she was present at all the NML meetings and shared her experiences with recruiting FTT members on her campus, highlighting the struggles of recruiting FTT vs FT.