

Dear Colleagues

On Tuesday March 25th, our negotiation session covered two main areas. First, management presented a counterproposal to our progressive discipline framework. Second, we spent the bulk of the time finding out more information about their professor of practice proposal. While there seems to be movement on the first topic, we are still processing management's professor of practice framework.

Join us for upcoming bargaining sessions!

Wednesday, April 16th, 10-1, at Bridgewater State. We don't know yet what management will bring to the table, but you can expect to hear the team discuss the need for workload relief for chairs. [Sign Up to be a Silent Rep Here](#)

Tuesday, April 29th, 1-5, over zoom The team will be highlighting Part-Time faculty experiences and voices and the need to improve the working conditions. [Sign Up to be a Silent Rep Here](#)

Management's Professor of Practice Proposal

We did not exchange proposals over management's [professor of practice proposal](#) but we took the opportunity to discuss their initial proposal more fully. To recap: as proposed a Professor of Practice would be:

- a new full-time, non-tenure track faculty category in the contract
- Minimum qualifications would be a Master's degree within the discipline or a Bachelor's degree and at least fifteen graduate credits.
- Someone with at least five years of experience in the discipline in which they would teach.
- These positions would have a one-year renewal options for the first three years and then three-year contracts thereafter.
- Professors of practice would not have the option to be tenured, receive sabbatical or serve as chair.
- While they would not have to display a record of scholarship, professors of practice would be expected to advise students, serve on committees and potentially develop curriculum and programs.

Management stated that they thought that professors of practice would be particularly useful in departments including education, social work, nursing, occupational therapy, journalism, entrepreneurship, art, clinical psych and engineering.

We heard from several Provosts from different campuses on the ways that they saw a Professor of Practice would be beneficial for them. One issue for them was that some faculty did not seem to belong in tenure-line positions because they also needed to maintain their clinical

licenses. Another was that, with mergers with other colleges, some programs only require a bachelors degree and this would facilitate this kind of merger.

Our team had numerous concerns and questions.

- How someone without training to teach would handle a 4-4 teaching load and the rest of the responsibilities considering the additional needs many of our students have today.
- What kinds of courses a Professor of Practice would be expected to teach and if there are not enough courses in their areas of expertise, what would happen.
- How the Professor of Practice could be a path to full-time employment for part-time faculty (management's response: that is not the intention here).
- Who would decide whether a position would be Tenure-Line or Professor of Practice (management's response: management would decide)
- If there is no cap on the number of Professor of Practice positions at our campuses, what is to stop management from filling every open tenure track position with a Professor of Practice position
- And many more

We were not satisfied with many of the answers and will be thinking critically about if this position should exist in our contract.

Management's Progressive Discipline Counterproposal

In our members' experiences, management's disciplinary process can seem arbitrary and non-transparent. Our [progressive discipline proposal](#) seeks to standardize a fair system of due process. We also feel that our progressive discipline proposal, which covers full-time, tenure track faculty and librarians, offers a suitable response to management's civility and wellbeing proposals. In submitting their counterproposal, management did not pull their civility or wellbeing proposals from the table.

All counter proposals put across the table on March 11th by the MSCA Team and Management's Team can be found on the MSCA [day bargaining webpage](#).

The MSCA Day Bargaining Committee

Katie Riel, Co-Chair (MassArt Rep)
Charlotte Haller, Co-Chair (Worcester Rep)
Jennifer Hartsfield (Bridgewater Rep)
Jenna Mendell (Bridgewater Alternate)
Rala Diakite (Fitchburg Rep)
Laura Baker (Fitchburg Alternate)
Ann Johnson (Framingham Rep)
Cara Pina (Framingham Alternate)
Carter Carter (MCLA Rep)

Graziana D'Elia-Brillante (MCLA Alternate)
Caleb Pendygraft (Maritime)
Todd Hibbert (Maritime Alternate)
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Chris Masi (Westfield Alternate)
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