**Academy for Academic Personnel Administration**

**Fall 2013**

**Round Table Report**

**1. Institution Information**

Name of Institution/System: University of Massachusetts Amherst

Name and Title of Individual Responding: John G. Bryan, Associate Provost for Academic Personnel

**2a. Description of Faculty Bargaining Unit(s) – Size and Composition**

UMass Amherst and UMass Boston bargain a common contract with the faculty union but each institution administers the contract separately. The UMass Amherst part of the bargaining unit includes about 1300 faculty (81% tenure stream) and about 45 librarians. The UMass Boston part of the unit includes about 600 full-time and about 600 part-time faculty and 15 librarians.

Bargaining Agent: Massachusetts Society of Professors, affiliate of Massachusetts Teachers Association/NEA

Date of First Contract: 1978

Number of Succeeding Contracts: 11

**Web address of current contract:** [**http://www.umass.edu/provost/faculty-staff-resources/policies-contracts**](http://www.umass.edu/provost/faculty-staff-resources/policies-contracts)

**3. Activity Report (e.g., status of current agreement or negotiations, details of last contract settlement, etc.):**

* Current two-year agreement expires July 2014. Bargaining on a successor agreement begins January 2014.
* Bargaining of the current agreement was expedited to meet deadlines set by the governor, thereby deferring to post-ratification several elements that required lengthier negotiations and have been/will be signed upon completion. They include:
  + Contract (non-tenure-stream) faculty rights
  + Extensive revision of terms for librarians
  + Promotion terms for clinical nursing faculty
* Important changes and additions in the current contract:
  + After four years’ full-time-equivalent service, contract faculty—except those fully funded by grants—enjoy “continuing appointments” (meaning no end-date and no review for reappointment though they, like all faculty, must undergo annual reviews).
  + The same contract faculty enjoy “just-cause protection” after three years’ full-time-equivalent service.
  + Contract faculty on continuing appointments may be terminated for just cause or, with one year’s notice, if their work is no longer needed and will not be done by another contract faculty member. That work may be done by a tenure-stream faculty member.
  + Librarians, who are not tenurable, enjoy similar rights but after a five years.
  + The sabbatical policy was significantly changed to introduce “variable credit,” enabling a faculty member or librarian to take sabbatical leave after three years at greatly reduced compensation and to bank semesters of credit indefinitely up to 24 semesters, which would yield a sabbatical of one full year at 100% pay.
  + Salary increases for the contract period:

July 2012 & July 2013 each: 1.75% ATB

Jan 2013 & Jan 2014 each: 0.5% ATB and 1.25% merit pools

**4. Special or noteworthy happenings (e.g., relevant arbitration or court decisions, organizing campaigns, labor agency decisions, etc.)**

* The union is attempting to organize department chairs/heads, who historically have been non-unit. Whether they would form a separate unit or enter the faculty unit would depend on rulings of whether the chairs/heads are supervisors or managers. Whether the university will oppose organizing efforts remains up in the air. With some exceptions, the chairs/heads have little to gain from organizing.
* The union is signaling that it will attempt to organize large numbers of part-time instructors who teach for Continuing & Professional Education. Unionized faculty and graduate students who teach in CPE are already covered for that work by their CBAs but instructors otherwise not affiliated with the university are non-unit; they are the target of this effort.

**5. Special happenings related to fiscal issues (e.g., salary reductions, health and dental insurance costs, reductions in force, early retirement programs, program consolidation or elimination, etc.):**

* Nothing noteworthy.