

Your Union

UPDATED

Union of Nontenure-Track Faculty
at Michigan State University
Local 1855 AFT, AFL-CIO

See page 4 for updated information from our April newsletter!

UNTF “fall-only” faculty added to merit pool

Last month, UNTF signed an agreement with the University allowing for a change in the way pay is calculated during “partial” months, i.e. months in which an employee’s appointment begins or ends midway through the month. As part of this agreement, MSU has agreed to add fall-only UNTF faculty to the merit pool each October.

To be eligible for consideration for a merit increase as fall-only, the employee must have worked more than one consecutive fall semester. Since we were unsuccessful in our attempt to gain raise consideration for these employees during our most recent contract negotiations, we are very pleased to have secured this win between contracts.

As usual, UNTF will audit the merit pay distribution this October to ensure that the pay is given out in full. In the past, our audit resulted in over \$60,000 additional raise dollars distributed to UNTF members.

UCFA recommends mandatory self-reporting of criminal arrests

On March 31, the University Council for Faculty Affairs (UCFA) unanimously approved a recommendation that MSU amend its background check policy for faculty and academic staff. The new recommendations include the following:

- MSU would perform a background check on employees who have not had one (including those hired prior to 2010)
- All faculty and academic staff would be required to report professional misconduct or sanctions, civil rights violations, felony arrests, or convictions of “any serious crime”
- Failure to self-report could result in an additional background check and/or termination.

Story continued on page two.

Contact us

2990 E. Lake Lansing Rd., Ste. 201-E
East Lansing, MI 48823
(517) 203-0880
office@untf.org
www.untf.org
www.facebook.com/UNTF1855

Mandatory self-reporting continued

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At this point, the policy change is only a recommendation from UCFA to the Provost. UNTF has demanded to bargain over this issue and will meet with MSU to discuss the policy recommendation and ask questions about its potential implication later this month.

Currently several states have laws requiring school employees to disclose convictions, and a number of universities have put policies in place to the same effect. Most of these policies do not include the responsibility to report arrests or charges, only convictions.

UNTF is concerned that these recommendations are too vague and drastically expand the university's powers to fire employees. Fortunately, the UNTF contract requires **just cause** to fire any UNTF employee, which means that the employer must provide a valid reason for discontinuing employment.

Employees not protected by a union contract are considered **at will**, which means management may fire them at any time without providing justification.

Best wishes to Terri Trupiano Barry on her retirement after fifteen years as an assistant professor in the Department of Writing, Rhetoric, and American Cultures. Dr. B to her students, she taught first-year writing to science majors, and co-facilitated a Faculty Learning Community on teaching science writing. Terri presented her work at many conferences, and her writing projects included a co-authored textbook for undergraduates, *A Student Guide: Reading, Writing, and Researching in the Sciences*.

College of Arts and Letters Salary Matrix

UNTF recently acquired the matrix that defines starting salaries for per-semester employees in the College of Arts and Letters (pictured below). Although these salaries do remain above the UNTF contractually-defined minimums, these rates remained the same from the 2013-4 academic year to the 2014-5 year.

We believe that transparency in hiring and starting salaries helps to empower employees across the university. Those in CAL can make sure they are being paid properly, and those in other colleges can compare their rate of pay as they negotiate their own salaries.

Teaching Employment percentage is determined by the number of courses taught and the number of course preps.

Courses Taught	Employment Percentage
1	33.00%
2 same	59.00%
2 different	64.90%
3 same**	90.00%
2 same, 1 different**	93.00%
3 different	100.00%

Rank	Degree	Minimum Starting Salary for teaching both Fall and Spring Semester***	
		EMPLOYMENT PERCENT	SALARY
Assistant Professor	Doctorate, MFA	100.00%	\$39,397.50
		93.00%	\$36,639.68
		90.00%	\$35,457.75
		64.90%	\$25,568.98
		59.00%	\$23,244.53
		33.00%	\$13,001.18
Instructor	Masters	100.00%	\$32,730.00
		90.00%	\$29,457.00
		93.00%	\$30,438.90
		64.90%	\$21,241.77
		59.00%	\$19,310.70
		33.00%	\$10,800.90
Lecturer, Assistant Instructor	Bachelors	100.00%	\$29,700.00
		93.00%	\$27,621.00
		90.00%	\$26,730.00
		64.90%	\$19,275.30
		59.00%	\$17,523.00
		33.33%	\$9,899.01

**If courses are more than 12 credit hours, then the employment percentage will be 100% and pay rate will be same as 3 different preps.

The employment percent may be increased for non-teaching duties. Minimum Starting Salaries are determined then by your Rank/Degree.

*** Starting Salary for teaching one semester is roughly half of the above amounts (48% - 52% depending on the year).

Salaries are increased each year by any merit pay received.

AAUP Releases 2014-2015 Faculty Salary Survey

This week the AAUP released its annual salary survey for faculty. Although the numbers have gone up slightly since last year, MSU faculty – especially those at the lower ranks – remain at the bottom of the Big Ten. While Professors and Associate Professors at MSU are in approximately the 65th and 60th percentiles for their ranks at other Doctoral institutions, Assistant Professors rank only in the 35th percentile – and instructors fall into the shockingly low 10th percentile.

Although MSU has argued that including ranked fixed-term teaching faculty in these numbers drags their ratings down for tenure-track faculty, UNTF has shown, without a doubt, that MSU falls low in the national and conference ratings because it simply pays ALL employees at the lower ranks less than its peers. **The e-version of this newsletter will feature additional comparisons between MSU and national trends, including the gender gap, so be sure to watch your email next week!**

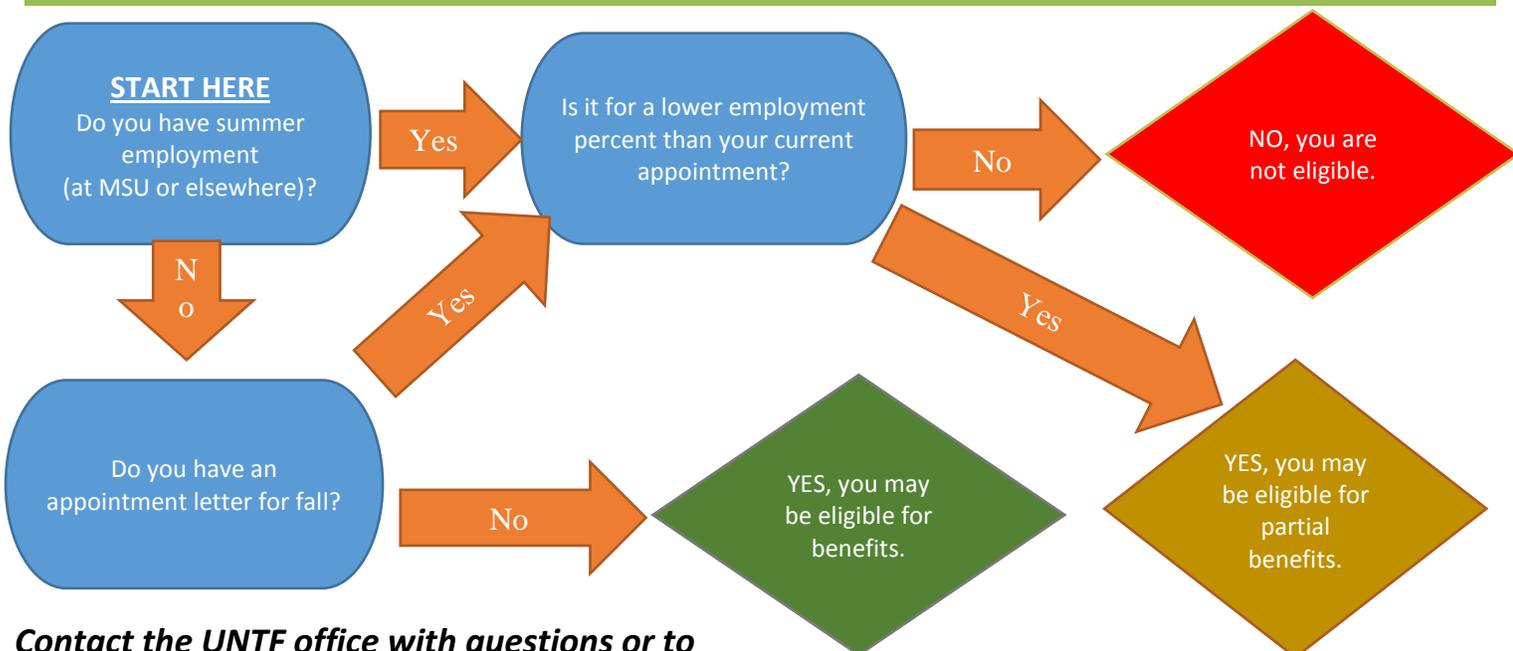
AAUP Salary Survey info for MSU, including all full-time faculty whose appointment is at least 50% teaching:

	Prof	Associate Prof	Assistant Prof	Instructor	All ranks
Average salary	\$139,500	\$93,700	\$74,200	\$44,400	\$99,300
Rank in Big Ten	8 (out of 14)	9 (out of 14)	14 (out of 14)	10 (out of 10)*	10 (out of 14)

* Only 10 schools in the Big Ten use the title Instructor.

MSU has proposed to hire all fixed-term teaching faculty as Lecturers in the future so as to make the average salaries for each rank appear higher. UNTF has found that when the salaries for fixed-term teaching faculty are excluded from the salary totals for all faculty, MSU's rankings in the Big Ten do not change appreciably. We meet with MSU about this issue once more during the week of April 20.

Could you be eligible for unemployment benefits?



Contact the UNTF office with questions or to get assistance in applying.

Lecturer rank update

UNTF met with MSU administrators at the end of April to discuss updates on the rank issue. **They confirmed that MSU still intends to move forward with a policy that will use the title Lecturer for all new fixed-term teaching faculty.** The new policy has not been drafted yet but will likely take effect in Spring 2016.

UNTF presented extensive data showing that removing ranks from fixed-term teaching faculty will not significantly impact MSU's place on national salary surveys, which was the university's initial rationale for implementing the new policy. When asked why they wanted to proceed, MSU administrators said that "they just want to be accurate."

We remain committed to fighting this policy implementation. Stay tuned for further details.

Notices of reappointment and non-renewal

The UNTF contract says that all employees should receive notice of reappointment or non-renewal at least 30 days before the end of their appointment. If they fail to do so after notification by the Union, they must pay the employee two weeks' pay.

This spring 57 employees were not notified in a timely fashion. MSU has contested 26 of those penalty payments but the rest remain in dispute for now. We will continue to advocate that all 60 receive their pay and we have agreed to work with MSU to streamline and clarify the system in the future.

Overall, however, it does seem that fixed-term faculty are receiving earlier notification about reappointment in years past. We hope to continue this trend in the future.

Welcome, grad student instructors!

During the summer, many grad students at MSU get appointed as Instructors, which means that they fall under the UNTF contract rather than the GEU contract.

If you are a grad student in UNTF and you encounter any problems in your appointment, please don't hesitate to contact your union! We are proud to have you as members!

Don't forget to fill out your UNTF card, found at <http://untf.org/membership/membership-form/>, and send it to office@untf.org. Unlike in GEU, dues and fees do not automatically come out of your check unless you sign up.

Solidarity with MSU Teaching Assistants

MSU TAs in the Graduate Employees Union are fighting for a fair contract, including salary increases, healthcare for dependents, a full tuition waiver, and inclusion language. We encourage all UNTF members to join them at **10am on Wednesday, May 13, in front of the Hannah Administration Building** for a press conference and rally.

You can also send an email or phone call to President Simon in support of TAs. Visit www.geuatmsu.org for more information!