

Faculty Association



February 28, 2013

MSUFA INFORMATION MEETING

- Welcome and Introductions
 - Jamaine Abidogun
- Background of the Faculty Association
 - John Satzinger
- Listening Campaign: What You Said
 - Reed Olsen
- Benefits of Unionization and Collective Bargaining
 - Sharon Swanson and Don Blake
- Next Steps
 - Jamaine Abidogun
- Questions and Answers
 - Moderator: David Lutz

BACKGROUND OF THE MSU FACULTY ASSOCIATION

- Senate Resolution SR 15-09/10 in April 2010
- Ad Hoc committee formed
 - Charged to "Weigh both the benefits and possible drawbacks to unionization at Missouri State University"
- Committee included
 - Three past senate chairs and the chair elect
 - Past secretary of the faculty
 - Five other faculty from all other colleges
- Members included supporters of unionization, undecided about unionization, and against unionization

BACKGROUND OF THE MSU FACULTY ASSOCIATION

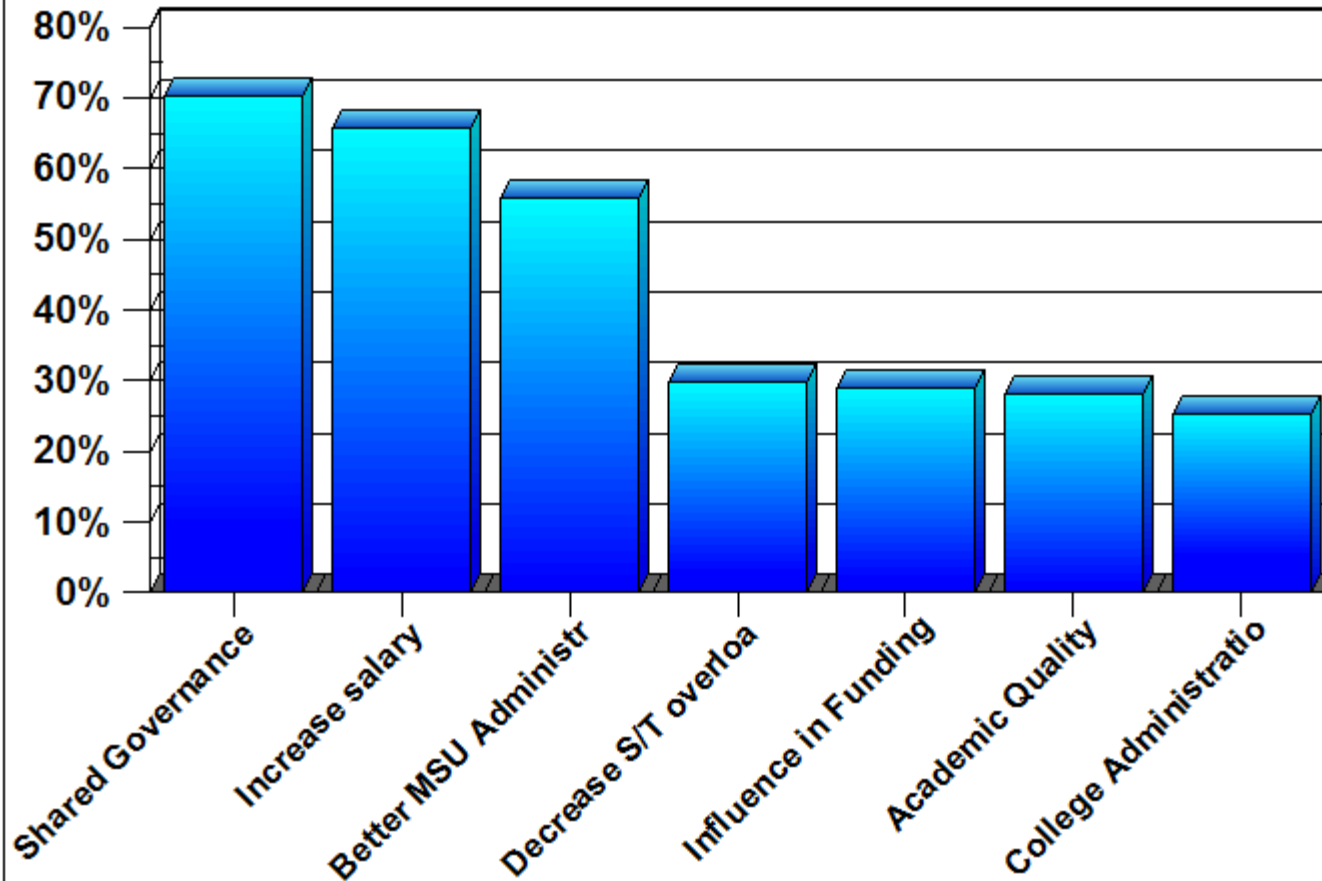
- Committee reported to Senate in Fall 2010
 - Unanimously concluded benefits of unionization outweighed drawbacks
- Interested faculty decided NEA was the best fit for MSU
- Development of MSU Faculty Association
 - Completed Bylaws, elected officers
- MSUFA became NEA affiliate late in 2011
- Activities
 - Defined goals and objectives
 - Started listening survey in 2012

LISTENING SURVEY OF FACULTY

- One-on-one visits with individual faculty
- Visits to faculty from all Colleges
- Done over the past year
- Approximately 20% of all faculty visited to date
- Three questions
 - What concerns you in your job/What would you change about your job?
 - Would you attend this meeting?
 - What is your opinion of MSU faculty joining together to negotiate a binding collective bargaining contract with MSU?

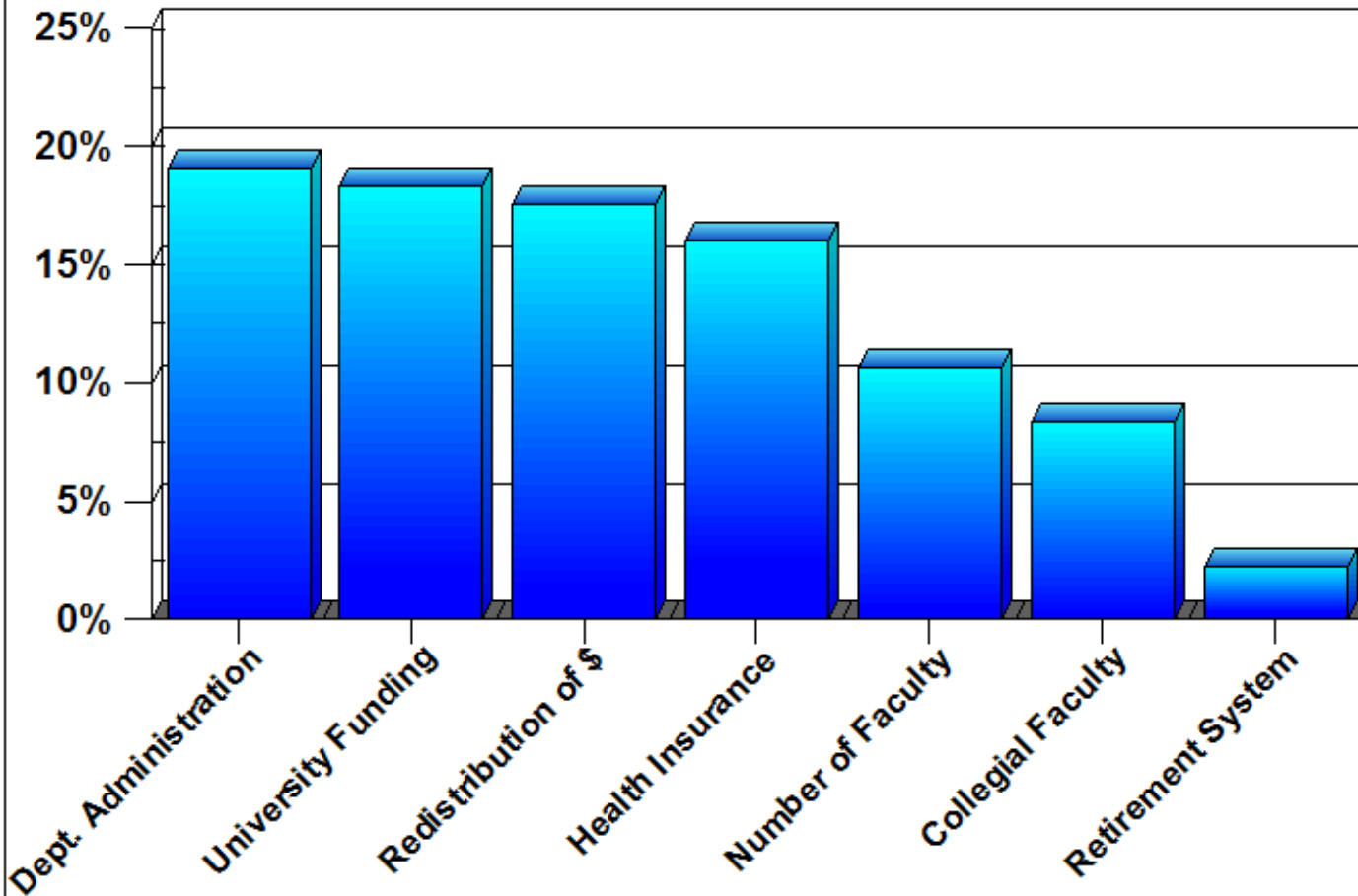
Top Seven Faculty Concerns

Percent of Faculty Surveyed With a Given Concern



Next Seven Faculty Concerns

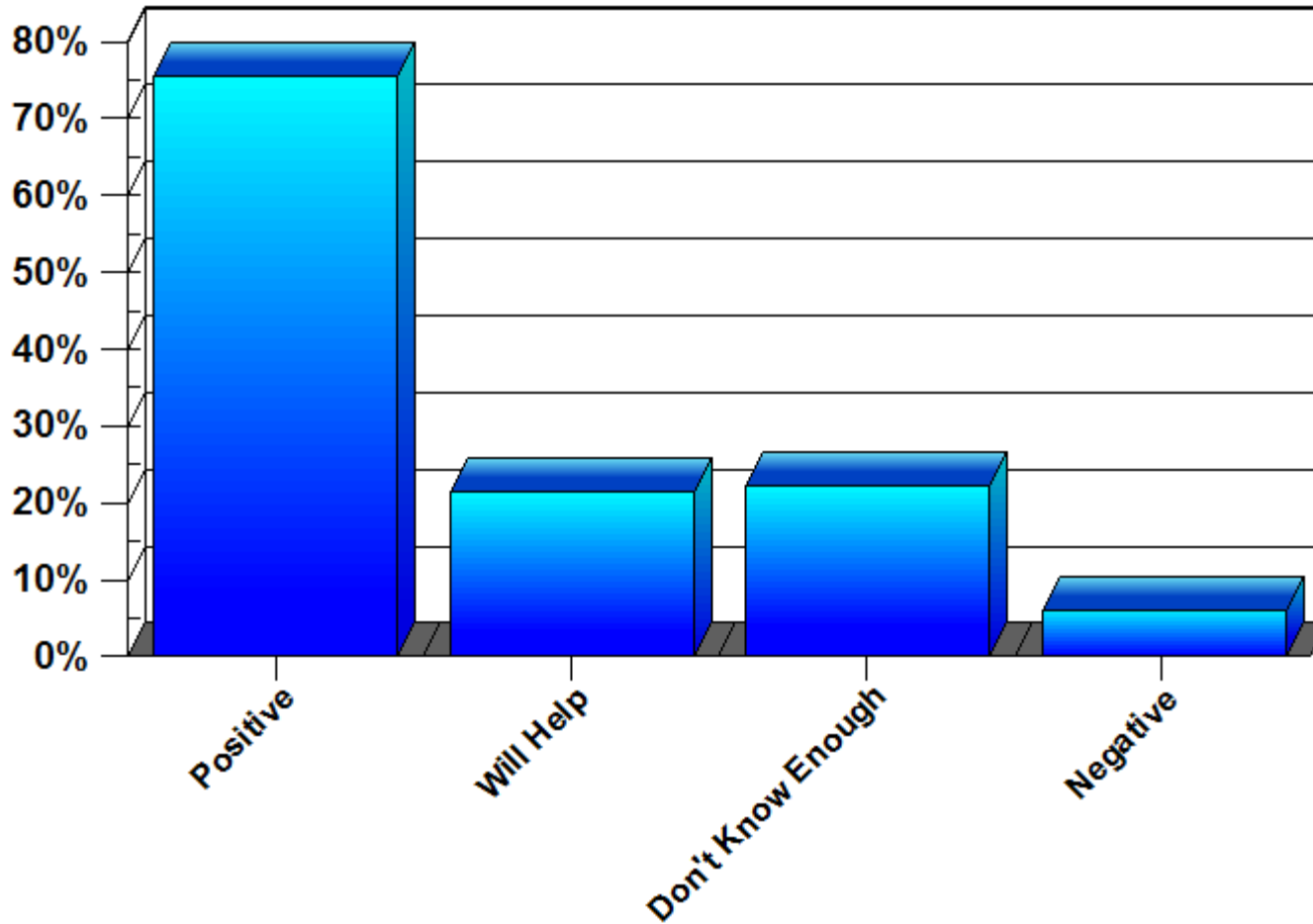
Percent of Faculty Surveyed With a Given Concern



RESPONSES FROM FACULTY ABOUT COLLECTIVE BARGAINING

- Positive responses categorized into
 - Great idea will help
 - Great idea good luck
 - OK idea but...
- Negative responses categorized into
 - Bad idea
 - Bad idea but won't fight
 - Bad idea and will fight
- Neutral responses
 - Don't care/Don't know enough

Faculty Attitudes Toward Collective Bargaining



The Benefits of a Union Contract

- Legal equality with employer
- Enforceable faculty decision making power
- Due process
- Fairness
- Mutual accountability
- No unilateral changes
- Sets floors, not ceilings
- Tailored to your campus, your issues

What's in a Collective Bargaining Agreement?

- Sole and exclusive representation
- Good faith bargaining
- Joint, enforceable contract

Some Elements of Faculty Collective Bargaining Agreements

- Union and employer rights
- Salary and benefits
- Tenure and promotion
- Workload
- Academic freedom
- Grievance procedures
- Intellectual property
- Sabbaticals
- Merit pay

Next Steps

- Continue listening campaign
- Build membership and support
- How you can get involved
 - Participate in the listening campaign
 - Talk with your colleagues
 - Join MSUFA (April special)
 - Serve on MSUFA committees
 - Become an MSUFA leader



QUESTIONS AND COMMENTS