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

- Shared Governance: 80%
- Increase salary: 70%
- Better MSU Administr: 60%
- Decrease S/T overloa: 50%
- Influence in Funding: 40%
- Academic Quality: 30%
- College Administration: 20%
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

- Positive: 80%
- Will Help: 20%
- Don't Know Enough: 15%
- Negative: 5%
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