

Dear Colleagues,

My name is Ed Hajduk. I am a Teaching Professor in the Civil & Environmental Engineering Department and its former Associate Chair for Undergraduate Studies. Since November 2022, I have been your MSP College Representative. I am asking that you elect me again to this position.

Since I started at UMass Lowell in January 2011, the unofficial university motto has been "*do more with less*.". Occasionally, the Administration acknowledges that this is not sustainable, as former Vice Chancellor Steve O'Riordan did in [October 2022](#). But little action is taken by the Administration to lighten our workloads. We are constantly asked to do more, be it recruiting, administrative tasks, learning new software systems, etc. In some cases, this work serves little to no purpose (I am looking at you, Dean's modified Form 16A). Expecting the Administration to stop asking faculty and staff to "*do more with less*" is not realistic. We improve the student experience, strengthen our degree programs, and grow the University by getting fair and equitable workloads for faculty. We need a strong MSP, one that is truly for members, by members, and of members, built on the pillars of solidarity, empowerment, and transparency, to enact change. A strong MSP, one enforces the current MSP-UMass Lowell contract and improves the next contract, is how a quality work/life balance for faculty is obtained.

I became the FCOE MSP Representative believing I could make a difference. Since becoming your MSP Representative, I have fostered transparency by updating the FCOE faculty via Welcome Back emails and Department visits at the start of every semester. When my schedule allows, I host "*Mondays with the MSP*" office hours for faculty to stop by, talk about the issues that affect them, and enjoy some delicious beverages. I have worked within the MSP, with our Department Chairs, and with our Grievance Officer (Kelly Socia), to directly address the issues affecting faculty, such as the aforementioned crazy modified Form 16A, the minimum 200 SCH hours, and the recently proposed scheduling matrix changes. I worked diligently to form the College Workload Committee and assisted its members in developing a reasonable workload policy for us until the Dean walked away from the bargaining table. I completed MTA grievance training to better assist our faculty with contract issues. I joined the Core Bargaining Team (CBT) and enrolled in the [MTA's Bargaining Certificate Program](#) to improve the next contract.

During my time on the MSP Board and within the CBT, I have worked closely with Kelly Socia (our Grievance Officer) and Adam St. Jean (the CBT Co-Chair). I have observed firsthand how they are guiding the MSP to be a more active, effective, and collaborative union. I joined the [MSP Solidarity Coalition](#) slate because I believe that they will be tremendous leaders of the MSP. I ask that you support them and me as we work to improve UMass Lowell. Thank you for reading my statement. Please feel free to email me (ehajduk@mac.com) with questions.

Sincerely,

Ed