

Adam St. Jean for Vice President of MSP Lowell

Empowering Members, Strengthening Solidarity, and Building a More Transparent Union

My name is Adam St. Jean, a Full Teaching Professor of Biomedical Engineering, and I am running for Vice President of the Massachusetts Society of Professors (MSP Lowell) as part of the MSP Solidarity Coalition (www.MSPSolidarity.org). Given the ongoing challenges to faculty workload, autonomy, and academic freedom—both from administrative overreach and external threats to public higher education—our union must be stronger, more organized, and more grounded in our membership. MSP Lowell needs new leadership and a fresh perspective to address disorganization, improve transparency, and re-engage our members. I am committed to being part of the solution.

Since joining UML, I have been an active MSP Lowell member including in the roles of Engineering Representative, Teaching/Clinical Faculty at-Large Representative, and co-chair of the Core Bargaining Team. As a dedicated union activist, I have fought for faculty rights, expanded transparency, and strengthened democratic participation within our union. MSP Lowell is strongest when it represents all members, not just during contract negotiations but in every aspect of our daily work lives. We need a member-driven, responsive, and engaged union that ensures faculty and staff have a real voice in shaping their working conditions.

I have worked to increase participation, improve transparency, and empower members to take an active role in MSP Lowell. Now, **I am asking for your vote** to continue this work as Vice President of MSP Lowell.

A Record of Leadership and Commitment

Union Organizer and Contract Administrator at UNH

In 2014, I helped establish the University of New Hampshire Lecturers United-AAUP, representing non-tenure-track faculty. I played a key role in securing a strong vote for the union's formation, co-chaired the bargaining team (winning significant gains for our members!), and later served as Contract Administrator. In this role, I worked directly with Management to proactively enforce contract terms, resolve conflicts, and advocate for faculty rights. This experience taught me how to strategize and reinforced my commitment to union organizing, contract enforcement, and faculty empowerment.

Expanded Bargaining Participation and Transparency

At UML I pushed for a more democratic bargaining process, with broad member participation and communication. During the 2020 bargaining cycle, I launched the Silent Bargaining Representative Program, allowing many faculty to observe and contribute to negotiations. I initiated the program, developed training materials, recruited participants, and facilitated training and communication. This ensured that members could engage in the process first-hand and help to hold management accountable.

To keep faculty voices central in bargaining, I helped organize listening sessions across nearly every department, attending as many as possible. These in-person discussions, surveys, and data collection efforts ensured that faculty concerns directly shaped bargaining proposals.

I also led efforts to elect bargaining team members from the broader membership, increasing rank-and-file participation in negotiations and strengthening MSP Lowell's collective bargaining power.

As Co-Chair of the Core Bargaining Team since 2023, I have expanded and deepened bargaining communications, hosted town halls, and created the Bargaining Proposal Tracker (<https://tinyurl.com/mspproposals2025>) — a tool that allows members to see all proposals (both from the union and the administration) submitted at the negotiating table.

Committed to Professional Development and Union Leadership

I continuously develop my leadership, bargaining, and advocacy skills by participating in union training and workshops, including:

- Massachusetts Teachers Association (MTA) [Next Generation Leadership Program](#) (2021)
- [MTA Bargaining Certificate Program](#) (2024)
- [MTA Winter Skills Conference](#) (annually)
- [MTA Summer Conference](#) (2024)

These experiences have made me a stronger negotiator, organizer, and mentor, reinforcing my commitment to building collective power and developing the next generation of union leaders.

Broader Union Advocacy Beyond UML

As a member of the MTA Board of Directors (District 47H), I represent multiple higher education unions, including MSP Lowell. I also serve on the Higher Education Leadership Council, where I collaborate with union leaders across Massachusetts to strengthen faculty advocacy statewide.

As Vice President

I will work with the MSP President, elected representatives, and rank-and-file members to increase our union's transparency, inclusivity, and member-driven engagement. Through my leadership in bargaining, organizing, and policy development, I have already helped open MSP Lowell's processes, ensuring that faculty understand how decisions are made and have a voice in shaping them.

However, to realize MSP Lowell's full potential, we must build a professionalized union structure - one that supports members, enforces contracts effectively, and proactively tackles future challenges. My ultimate goal is to transform MSP Lowell into a fully professionalized, strong labor union, ready to defend faculty rights at every level.

To that end, MSP Lowell must be more than just a bargaining unit - it must be an active force in shaping faculty working conditions. As Vice President, I will focus on:

- Proactive, Not Just Reactive, Advocacy – We must enforce contracts and push for workplace balance year-round, not just during bargaining cycles.
- A More Transparent and Responsive Union – We must regularly update members on bargaining, grievances, and union initiatives to ensure transparency.
- Stronger Member Engagement and Organizing – We must expand leadership opportunities, increase outreach, and involve more members to strengthen our union.
- Member-Driven Initiatives – We must develop and support grassroots, member-led initiatives that address workplace equity, professional development, workload policies, academic freedom, and other topics the membership deems important.
- Building Cross-Union Solidarity – We must work closely with other unions on campus and across Higher Ed, to build broader worker power.

This is a critical moment for MSP Lowell, and we need leadership that will fight for transparency, workplace equity, and a stronger union. I would be honored to have your support. **Let's move forward together and build a more engaged and more effective MSP Lowell!**

In Solidarity,

Adam St. Jean

Candidate for Vice President of MSP Lowell

<https://mspsolidarity.org/>