

MASSACHUSETTS SOCIETY OF PROFESSORS

University of Massachusetts Lowell

MSP Lowell & Faculty Senate Joint Resolution Regarding the Implementation of the New RIF Policy

Whereas, the University has proposed a new policy governing the distribution of research indirect funds (RIF), including substantial reductions to allocations to faculty research accounts and Centers; and

Whereas, the MSP collective bargaining agreement requires that changes affecting faculty overhead accounts be subject to consultation with the MSP Union *and* affected faculty; and

Whereas, ‘consultation’ to date has consisted of limited engagement, including a single unproductive notification with the MSP Union in Fall 2025, and a series of listening sessions that did not lead to meaningfully incorporating union and faculty feedback into the policy; and

Whereas, faculty were provided with approximately one week’s notice prior to the implementation of the new policy, and the format of the announcement did not allow for substantive discussion or response; and

Whereas, many faculty have expressed significant concerns regarding both the substance of the proposed policy and the process by which it was developed, and this has reduced faculty trust and confidence in the administration due to the lack of transparency and collaboration.

Therefore, be it resolved that the MSP Union and Faculty Senate jointly affirm that the consultation process undertaken thus far does not meet the standard of meaningful consultation with the union or affected faculty, as required by the collective bargaining agreement; and

Be it further resolved that the MSP Union and Faculty Senate call upon the University administration to retract the April 1, 2026 implementation of the proposed RIF policy; and

Be it further resolved that the administration engage in a good-faith consultation process with the MSP Union and faculty that includes adequate time, transparency, and genuine consideration of faculty input regarding both the structure and impact of the policy, which will help to rebuild faculty trust in the administration; and

Be it further resolved that any final policy be revised as necessary to reflect this consultation prior to implementation.

Adopted by the Massachusetts Society of Professors (MSP), Lowell on 3/30/2026.

Adopted by the Faculty Senate on 4/6/2026.



Kelly M. Socia
President, MSP Lowell



Kevin Petersen
President, Faculty Senate