

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
April 29, 2005
Worcester State College**

Present: Ambacher, Art, Concannon, Coppola, Falke, George, Hetzel, Hogan, Markunas, McGee, Minasian, O'Donnell, Paolillo, Price, Schlosberg, Seider, Shartin, Stonehouse, Tetrault

Guests: Senator Robert O'Leary (D-Cape & Islands), Donna Sirutis (MTA), Margaret Vaughan (Salem), Robert Whalen (MTA)

Approval of the Orders of the Day and the Minutes

The meeting was called to order at 10:10 a.m.

It was moved and seconded to approve the orders of the day. The motion passed.

It was moved and seconded to approve the minutes of the April 1, 2005, meeting. The motion passed.

MSCA Officers' Reports:

President - Patricia Markunas

2005 MSCA Delegate Assembly: April 30, 2005, Worcester State College

President Markunas distributed with her report a listing of delegates for Saturday's Assembly. Back by popular demand will be the MCLA singing group headed by Ben Jacques. A small number of former Board members will be on hand for the luncheon and their service to MSCA will be recognized.

2005 MTA Annual Meeting: May 13th and 14th Boston

President Markunas distributed with her report a listing of delegates nominated for the Annual Meeting. Packets with credentials were mailed or delivered to all delegates.

It was moved and seconded to elect the delegates nominated for the 2005 Annual Meeting. The motion passed.

Changes in hotel reservations or meeting participation must be reported to President Markunas' office as soon as possible.

The higher education caucus will hold its traditional meeting at 8:00 am on Saturday at a location to be announced. All MSCA delegates were urged to attend.

Board of Higher Education Meeting: April 21, UMass Amherst

It was moved and seconded to go into executive session. The motion passed.

It was moved and seconded to go out of executive session. The motion passed.

The June 21st BHE meeting will be held at North Shore Community College, Danvers Campus, instead of MCLA as was scheduled originally.

Lobbying Day for Part-Time Faculty Insurance and Retirement Benefits: May 21, 2005, State House
MCCC has organized a day long lobbying day to support legislation to establish health insurance and retirement benefits for part-time faculty at public institutions. Attached to President Markunas's report was the information that was mailed to 1500 part-time and DGCE adjunct faculty at the state colleges identified through Treasurer Price's office. President Markunas plans to participate and she urged as many Board members as possible to do so as well.

In addition, T-shirts designed by the Framingham State College faculty and students will be distributed to legislators at this time.

State House Activities/Legislative Items

Members who have not already done so should call their local representative and urge their support of increased funding for higher education and the return of state employee health insurance premiums to 85% 15%.

The bill to amend Chapter 150E is HB 3161. When hearings are scheduled, President Markunas will notify Board members.

A notice from AFSCME was attached to her report, which was sent to the Board from C.J. O'Donnell. She urged Board members to contact their state senator about this issue, related to bargaining over health insurance premium rates, as well.

Council of Presidents Booklet on State Colleges and Recent Press

At the 2005 MSCA Delegate Assembly, copies of the first comprehensive public relations effort on the collective part of the state colleges will be distributed. This document is unique for its emphasis on faculty, collectively and individually, as a key component of the success of our students.

President Markunas also distributed recent press items, particularly Monday's *Globe* editorial in support of increased funding for higher education, a *Boston Herald* article on presidential compensation, two emails related to the *Globe* editorial, and other related press information.

Vice President - Frank Minasian

Vice President Minasian will present his report at the 2005 MSCA Delegate Assembly.

Treasurer - Gail Price

Treasure Price will present her financial report at the 2005 MSCA Delegate Assembly.

It was moved and seconded to approve the expenditure of \$325 to support the Higher Education Cocktail Reception at the MTA Summer Leadership Conference. The motion passed.

Secretary - Nancy George

Secretary George distributed the meeting minutes from the Ad Hoc Committee on E-Mail Security. A brief discussion followed.

It was moved and seconded that MSCA leaders (chairs of committees, state/chapter officers) request that committee/board members use non-college e-mail accounts when discussing sensitive MSCA business and activities through e-mail. The motion failed.

Substitute Motion: It was moved and seconded that MSCA leaders and committee chair members request that committee/board members and state/chapter officers will use non-college e-mail accounts when discussing sensitive MSCA business and activities through e-mail. The motion failed.

It was emphasized that e-mail is not private and that campus e-mail is a public record. The Board agreed that campus e-mail should be used only for the distribution of general notices and information and that non-campus email should be used for other e-mail communications (especially for Grievance and Bargaining Committee activities). For highly sensitive items, President Markunas stated her preferred methods of communication are telephone and in-person conversations.

Discussion of MTA Gubernatorial Endorsements - Bob Coppola

MTA's process of endorsing gubernatorial candidates was reviewed. The Board also discussed the state of the Democratic Party (national and state) and the need for members to vote for their best interests.

2005 MTA Annual Meeting: May 13th and 14th Boston - Delegates

It was moved and seconded to reconsider the motion from earlier this morning regarding MSCA delegates to the 2005 MTA Annual Meeting. The motion passed.

It was moved and seconded to include Frank Minasian's name on the listing of MSCA delegates to the 2005 MTA Annual Meeting. The motion passed. President Markunas reported that Frank's name would be substituted for Anne Falke's name, as she is unable to attend.

MTA Report

MSCA Day Bargaining Unit - Donna Sirutis

Copies of the collective bargaining agreement, including the costing analysis, submitted by the BHE to the governor were distributed.

A brief report of the ERC meeting of April 22, 2005, was made to the Board. A report on the status of the contract funding process and information regarding the implementation of the new contract (special performance reviews, post-tenure review, new tenure process, personnel calendar) were provided. The parties have set September 23, 2005, as the tentative date for the contract orientation workshop.

Governance remains a concern, in particular with implementation of the post-tenure review awards, and it was noted that there needs to be a new way pre-hire tenure evaluation process for individuals who are hired with tenure.

Implementation of the new contract needs to be consistent from campus to campus.

The fact finder's report is almost completed and will be released in the near future.

It was noted that Mark Peters, counsel to the college presidents, is taking off the month of August.

MSCA DGCE Bargaining Unit - Bob Whalen

Bob Whalen distributed the contract course proportions for Summer 2003 to Spring 2004. Unless otherwise noted, the contract courses are all graduate level courses. Additional contract course information for Fitchburg State College needs to be gathered. Salem, in particular, seems to have a big problem regarding contract courses. It was emphasized that contract courses should not be courses offered through the regular college curriculum. If this occurs, it should be grieved. The issue of contract courses will be added to the next ERC meeting agenda.

MTA Director's Report - Len Paolillo

The MTA Board is recommending a dues increase of \$8.00 per year.

Len Paolillo and Jenny Spencer were successful in amending the MTA budget to include a \$5000 increase in the crisis fund.

MSCA Committee Reports

MSCA (day) Bargaining Committee - Brad Art

It was moved and seconded to go into executive session. The motion passed.

It was moved and seconded to go out of executive session. The motion passed.

MSCA Grievance Committee - Margaret Vaughan
Chair Vaughan presented her report.

The number of step 3 grievances has been decreased from 164 in Fall 2004 to the current number of 83. Out of these 83 grievances, 32 have already been heard. Mediation has been very useful in grievance resolution, and mediation dates have been scheduled for the next 14 months.

Ad Hoc Committee on Librarian Concerns - Nancy George
The chair passed.

Salary Database Committee - C.J. O'Donnell
The chair passed.

Local Chapter President's Reports

Worcester

Worcester AVP Caruso has recommended changes in governance in regards to the Curriculum Committee. In addition he wanted the contract committees chairs' departmental secretaries to do the office work needed for the committees. Contractually, secretarial assistance must be provided for contract committees. A poll of chapters was taken regarding the issue of secretarial help for contract committees, and the practice varies.

Westfield

Joan Rasool has been appointed permanent Vice President of Academic Affairs. The Student Government Association has initiated an honor for faculty members to be named, *Outstanding Professor of the Year*. Five winners will be announced at commencement. This year over 300 students participated and nominated over 130 faculty members. The *Outstanding Professor of the Year* program will be an annual event.

Salem

The search for a new Dean of the School of Business continues. The AVP is trying to get a new position, Associate Dean for the School of Education, approved. Various fund-raising initiatives are occurring on campus.

Mass. Maritime

The search for a president of the MMA continues. Chapter President O'Donnell is serving on the search committee.

MCLA

A serious disruptive student situation was reviewed. For advice on how to resolve this serious problem, the department chair consulted with the MCLA AVP Stephen Green, Donna Sirutis, Pat Markunas and Mark Peters. Disciplinary steps have been recommended by the AVP. If the student refuses to follow the recommended steps, he will face charges by the college's judicial board.

Disruptive student policies will be on a future ERC meeting agenda.

Special Guest - The Honorable Robert O'Leary (D - Cape & Islands)

Senator O'Leary gave a brief history of the Senate Committee on Public Higher Education. The committee was formed due to a need to focus on public higher education. Both Senators Rosenberg and Panagiotakos serve on this committee. Due to Senator O'Leary's background and experience, he is serving as chair of the committee.

The Senate Task Force on Higher Education produced a report with recommendations, which will eventually be incorporated into a bill or bills. This report did not consider a reorganization of public higher education, but focused on the need to adequately fund public higher education.

Currently, public higher education institutions raise money for operating expenses by raising student fees, which places a heavy financial burden on the students at public higher education institutions.

The report recommends that \$400 to \$500 million in new operating funds be put into all levels of public higher education. Allocation would be based on a formula (analogous to the K-12 foundation budget) that would support the missions of the schools. These additional operating funds, and the method for allocation, would be phased in over a period of years and would level the playing field regarding institutional funding.

More money for student financial aid would be appropriated to public higher education.

In the report was a recommendation for a \$3 billion capital bond for public higher education, with 50% of going to the university system and 50% to the community/state colleges. Currently, the schools are in poor physical shape and are making repairs and funding building projects using operating expense funds. Currently there is no money available for capital improvements.

The report recommends a \$1 million increase in operating funds for the Board of Higher Education.

The report also recommends that tuition be kept by the schools, that there be a cap on tuition and fees (this cap can be waived if a school makes an appeal to the BHE), that schools be required to have a reserve fund (to help them through lean years), and that schools be allowed to keep money on campuses. Other proposals involve economic development money, worker force training and a variety of other initiatives.

The general public supports public higher education. Most parents can no longer afford to send their children to private institutions and they want their children to have a quality college experience. It is important to reach out to students and parents for support.

It was noted that public higher education gets a high level of support by the legislature, right after health care. Repetition and vocalizing needs (lobbying) are very important at the State House.

Some discussion was held about the contract funding, the proposed changes in Chapter 150E, health insurance premiums for state employees and other issues.

The meeting adjourned at 3:25 p.m.

Respectfully submitted,
Nancy George
MSCA Secretary