

**MSCA Board of Directors Meeting  
Minutes of the Regular Meeting  
December 2, 2005  
MTA - Auburn**

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

**Guests:** Donna Sirutis (MTA), Bob Whalen (MTA), Margaret Vaughan (Salem)

**Approval of the Orders of the Day and the Minutes**

The meeting was called to order at 10:00 a.m.

It was moved and seconded to amend the orders of the day to move item *6D, Legislative Items: HB 3912*, to the top of the agenda, after the approval of the minutes. The motion passed.

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

It was moved and seconded to approve the minutes of the November 4, 2005, meeting. The motion passed.

**MSCA Officers' Reports:**

*President - Patricia Markunas*

Additional information related to H 3912, sponsored by Representative Kaprielian, to prohibit colleges from accepting gifts that restrict academic freedom, was distributed to Board members, as well as the legal opinion from Matt Jones that was requested about this issue. Discussion followed on the distributed items and H 3912.

It was moved and seconded that the MSCA Board of Directors condemn actions by the Turkish government to improperly influence or restrict research inquiry, scholarship and curricula related to the historical documentation of the Armenian genocide conducted during the early 20<sup>th</sup> century by the Ottoman Empire through the use of gifts, grants, and other economic support provided to American universities and colleges.

Further, the MSCA Board of Directors condemns any American university or college Board of Trustees that would accept any gift, grant or other economic support from a foreign government that would improperly influence or restrict research, inquiry, scholarship and curricula related to the historical documentation of the Armenian genocide conducted during the early 20<sup>th</sup> century by the Ottoman Empire.

It was moved and seconded to table the above motion. The motion failed:

Yes: 7

No: 7

It was moved and seconded to amend the above motion to read in the first paragraph (added items are bolded):

That the MSCA Board of Directors condemn actions by the Turkish government, **other organizations, or individuals that** improperly influence or restrict research inquiry, scholarship and curricula related to the historical documentation of the Armenian genocide conducted during the early 20<sup>th</sup> century by the Ottoman Empire through the use of gifts, grants, and other economic support provided to American universities and colleges.

The motion to amend passed.

It was moved and seconded to amend the motion to read in the second paragraph (added items are bolded): Further, the MSCA Board of Directors condemns any American university or college Board of Trustees that would accept any gift, grant or other economic support from **any government, other organization, or individuals** that would improperly influence or restrict research, inquiry, scholarship and curricula related to the historical documentation of the Armenian genocide conducted during the early 20<sup>th</sup> century by the Ottoman Empire.

The motion to amend passed.

The motion as amended passed.

It was moved and seconded to remove from the table the following motion from the November 4, 2005, MSCA Board of Directors Meeting: *It was moved and seconded to support H 3912.*  
The motion passed.

A roll call vote was requested. Hearing no objection to the roll call, President Markunas directed Secretary George to call the vote.

Ambacher YES, Art YES, Coppola YES, Concannon YES, Falke YES, George NO, Hetzel YES, Hogan Abstained, McGee YES, O'Donnell NO, Paolillo YES, Price YES, Schlosberg YES, Shartin YES, Stonehouse YES, Tetrault YES [Markunas and Minasian do not vote].

The motion to support H 3912 passed. 13 Yes, 2 No, 1 Abstention

**Special Item: Elections Committee - Deborah Foss**

Elections Committee Vice Chair Charlie Hetzel presented this item on behalf of Elections Chair Foss who was unable to attend the meeting.

As of November 30, 2005, five MSCA members have requested nomination papers.

President: Pat Markunas

Vice President: C.J. O'Donnell, Frank Minasian

Secretary: Nancy George

Treasurer: Glenn Pavlicek

Nomination papers were hand delivered to Pat, C.J., and Nancy on November 4. Papers were mailed to Glenn on November 10 and Frank on December 1.

Chair Foss will meet with Cathy Quinn of the Labor Guild on December 8<sup>th</sup> to discuss the particulars of the MSCA Election and review the Election Rules and Calendar with her.

Ann Clarke has recommended that the MSCA secure the services of Tammy Brynie to serve as arbitrator for challenges to the MSCA election. Ms. Brynie handled the 2000 MCCC Officers Election challenges and Ann recommended her highly. Chair Foss has contacted her to ascertain her interest and availability to be named as the MSCA arbitrator.

It was moved and seconded to secure the services of Tammy Brynie to serve as arbitrator for challenges to the MSCA election. The motion passed.

**MSCA Officers' Reports:**

*President - Patricia Markunas*

*Status of the Contract Funding Request*

President Markunas briefly reviewed the status of the contract funding request.

### *Contingency Plans*

**Post Tenure Review.** At ERC it was agreed that, pending the contract funding enactment between November 18<sup>th</sup> and December 15<sup>th</sup>, February 1<sup>st</sup> would be established as the deadline for PTR portfolios for those faculty and librarians to be evaluated in Year One. These PTR candidates will receive official notice of this deadline, contingent on the funding enactment, as soon as possible. PTR portfolio workshops should be scheduled, in consultation with chapter presidents, prior to the end of the semester. PTR candidates will be reminded about required classroom observations (faculty) and observations of professional performance (librarians). It was agreed that librarians in Year One could use observations of professional performance that have been conducted over the past four years if they choose to do so. It was also agreed that, at those campuses that have library program areas, the AVP could consult the LPA chair about PTR.

Consultant Sirutis and President Markunas provided guidelines and recommendations for the content of PTR portfolio workshops to the Board. Discussion followed.

Should the contract enactment not occur by December 15<sup>th</sup>, the parties would revisit the PTR portfolio deadline at the next ERC meeting, scheduled for December 16<sup>th</sup>.

President Markunas stated that now is the time for all Board members to be pressing the presidents, academic vice presidents and chairs about the philosophy that "we all deserve to be paid what our peers are paid," and so we all deserve the maximum benefit of this procedure. Distributed to the Board were key tables from last year's COP salary study, the recent presidential pay increases, the AVPs' salaries and the history of comprehensive pay increases for our bargaining unit.

An informational letter on PTR and additional information (key tables from last year's COP salary study, and the history of comprehensive pay increases for our bargaining unit) will be sent to all first year PTR candidates from President Markunas. All chapter presidents will receive a copy of the letter.

**Governance Referendum.** In light of the contract funding not being enacted yet, it was not possible to conduct the governance referendum on the December dates as voted by the Board

It was moved and seconded to reconsider the motion made at the November 4, 2005, MSCA Board Meeting, on the governance referendum dates. The motion passed.

It was moved and seconded to establish the dates of the governance referendum for February 8 and February 9, 2005, with February 15 and February 16, 2006, as backup dates. The motion passed.

### **Joint Committee on the Study of Salaries**

The first meeting of this committee was held on November 29<sup>th</sup> at Framingham State College. The consensus was that the Committee should focus not only on data collection but more importantly recommendations to address the salary problems identified and strategies/mechanisms to implement the recommendations in the appropriate venue (e.g., bargaining). Three additional meetings for December, January and February were scheduled. The Committee's report is due on May 31, 2006.

### **Legal Issues**

Distributed to the Board was a copy of the legal opinion prepared by MTA Attorney Matt Jones concerning the Open Meeting Law and the Board of Higher Education.

It was moved and seconded that the MSCA consult with the MTA Legal Division to file a complaint with the Attorney General's Office against the Board of Higher Education for their alleged violations of the Open Meeting Law. The motion passed.

### **Legislative Items**

**Joint Committee on Higher Education.** Distributed was a list of those bills that will be heard on January 18, 2006 beginning at 1:00 p.m. in Hearing Room A-2 at the State House in Boston.

**House Committee on Ways & Means.** Distributed was an article about the latest legislative strategy concerning H 1230, the bill to provide in-state tuition for undocumented residents who graduate from Massachusetts high schools. Debate on this bill will occur in formal session next year.

*Vice President - Frank Minasian*

The MTA Governmental Relations Committee will be meeting on several issues in December.

Vice President Minasian noted that he sent his request for nomination papers on November 22, 2005. The return receipt card noted receipt at MCLA on November 23. However, nomination papers were not mailed to him until December 1, 2005.

*Treasurer - Gail Price*

Treasurer Price will distribute her formal report either through a mailing or at the next meeting.

A brief survey of chapters maintaining web pages using gis.net as the host was conducted. Currently the Salem and MMA chapters are using this service. Secretary George reminded Treasurer Price that the main MSCA web page would need to increase in storage capacity size.

*Secretary - Nancy George*

The contract evaluation forms are hosted on the Bridgewater State College web site; thus, the MSCA has nothing to do with their format (file or otherwise).

### **Local Chapter President's Reports**

*Worcester* - A brief report was made on chapter activities.

*Westfield* - The Westfield chapter is going to honor the Springfield Education Association President Timothy Collins and ask him to address the students.

*Salem* - The college received a 2 million dollar donation to support the Center for the Performing Arts and a 2.5 million dollar donation for the School of Business.

*Mass. Maritime* -

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

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

*MCLA* - A survey of colleges' departmental secretary to faculty ratios was requested by Director Paollilo.

*MMA* - no support.

*Fitchburg* - Approximately one secretary to 15 faculty members.

*Mass. Art* - Each of the eight departments has a secretary.

*Framingham* - two full time secretaries per building.

*Westfield* - Typically one secretary per subject, but some departments have no secretaries.

*Worcester* - Approximately one secretary to 15 faculty members.

*Salem* - Approximately one secretary to 20 faculty members.

The Academic Vice President and MCLA Chapter President Seider will host the PTR portfolio workshop on December 15, 2005.

*Mass. Art* - Chapter President Schlosberg attended a recent trustee meeting.

*Framingham* - passed.

*Fitchburg* - The Fitchburg Executive Committee met with the president of the college. The president has finally agreed to rectify salary mistakes; currently 30 unit members are under paid. In addition, the chapter

requested more professional development money and their request was approved (\$100 more per faculty/librarian).

*Bridgewater* - The president of the college continues to mislead Bridgewater faculty and librarians with undocumented information and promises. In addition, unit members are irate over salary inequities between senior and junior faculty and lack of contract funding. Consequently there is a high level of frustration and anger among faculty/librarians at Bridgewater. President Markunas, Donna Sirutis, and C.J. O'Donnell were thanked for attending the Bridgewater Chapter/Faculty meeting on December 1, 2005.

### **MTA Reports**

#### *MSCA DGCE Bargaining Unit - Bob Whalen*

The MTA has won recent unemployment decisions against the Department of Employment and Training (MA-DET). It was highly recommended that all part-time members be members of the MSCA/MTA in order to take advantage of legal assistance to fight MA-DET rulings.

#### *MSCA Day Bargaining Unit - Donna Sirutis*

Consultant Sirutis noted that MSCA officers and chapter officers should not receive personnel or medical information about unit members directly from administrators, but that that information should be conveyed to unit members, who then may choose to share it with union officers. This request has been made of Mark Peters as well.

Unit members are not required to sign a document certifying they have taken part in professional development activities (sign off on PD money). Notify Consultant Sirutis if this occurs.

#### *MTA Director's Report - Len Paolillo*

The MTA Board is meeting on December 2, 2005.

### **MSCA Committee Reports**

#### *Grievance Committee - Margaret Vaughan*

Chair Vaughan reported the activities of the Grievance Committee. Out of 77 active Step 3 grievances, only 16 need to be scheduled.

#### *Ad Hoc Committee on Librarian Concerns - Nancy George*

Faculty members on multiple governance committees denied Bridgewater librarians the opportunity to chair the committees. Librarians presented their cases to the Executive Committee in November. Chapter President Stonehouse said she would write a letter to the faculty stating that librarians can chair committees.

The Bridgewater administration has created a climate of inequality for librarians. Salaries for beginning librarians are \$13,000 less than that of faculty members. Librarians are ignored in administrative announcements and presentations. Consequently, the Bridgewater librarians are especially frustrated and angry.

Chair George pointed out that the average librarian salary at U. Mass-Lowell is \$83,000. The starting librarian salary at U. Mass-Lowell is \$53,000. The MLS is the terminal degree for these positions.

The meeting adjourned at 3:35 p.m.

Respectfully submitted,  
Nancy George  
MSCA Secretary

