

**MSCA Board of Directors Meeting  
Minutes of the Regular Meeting  
March 4, 2011  
Framingham State University**

**Present:** Aldrich, Concannon, Dargan, Donohue, Eve, Everitt, George, Goodlett, Haar, Hennessy, O'Donnell, Pavlicek, Rapp, Schlosberg, Shartin, Stonehouse, Turk

**Guests:** Ron Colbert (Fitchburg), Sandra Faiman-Silva, Donna Sirutis (MTA), Bob Whalen (MTA)

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

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 February 4, 2011 meeting.

It was moved and seconded to amend the minutes with the following changes (deletion in [ ], additions in **bold**):

*Fitchburg Chapter Report*

There is to be a major renovation of the Hammond Building. The board of trustees approved doubling the institution's debt. There has been very little communication with faculty and librarians regarding this project. A \$300 student fee has been instituted to pay for the project. The first of three phases will cost [ \$14] **\$16.8** million.

*Framingham Chapter Report*

There was a successful mediation on campus. The chapter president provided board members with details of the case. The chapter president thanked Grievance Committee Chair Sandra Faiman-Silva, **MSCA President C. J. O'Donnell** and MTA Consultant Donna Sirutis for their assistance in this case.

The motion passed.

The original motion passed as amended.

**MSCA Officers' Reports:**

*President – C.J. O'Donnell*

*HELC Position on FY 2012 Budget*

The Higher Education Leadership Council (HELC) voted to support the BHE's FY2012 budget proposal. President O'Donnell will be asking HELC to publicize this.

*Department Chairs Workshop*

The workshop held February 25<sup>th</sup> was a success. About 75 chairs attended and the feedback from the evaluations was that we should make this an annual event. A number of suggestions were made as to topics to include in future workshops.

*Mark Peters Retiring*

At the Employee Relations Committee meeting on February 18<sup>th</sup> Mark Peters informed announced he will be retiring in June.

*Post-tenure Review*

The Academic Vice Presidents have sent letters to all eligible post-tenure review candidates. If you hear from someone who believes he/she is eligible but did not receive a letter, let Donna Sirutis and President O'Donnell know immediately.

*Governor Patrick's Executive Order 511*

If a Health and Safety committee has not yet been established at your university, see to it that the university president does so immediately.

*Admissions Standards*

Please check to see if the BHE's proposed change in admission standards (four years of mathematics) has been submitted to governance at your university. If it has not, please contact Donna Sirutis.

*Vision Project*

Please let President O'Donnell know the status of the Vision Project relative to governance at your university. Discussion followed on the Vision Project.

*Committee Nominations*

It was moved and seconded to approve the following committee nominations:  
Mike Dalton, MCLA, Grievance Committee  
Joe Ebiware, MCLA, Day Bargaining

The motion passed.

*Proposed amendments to the MSCA Constitution*

It was moved and seconded that the Board approve the following changes to the MSCA Constitution (deletions in [ ], additions **bolded**):

**Proposed Amendment #1: Article II, Section 1. Purpose.**

"The purpose of the MSCA shall be to organize and consolidate the efforts of its members to maintain and improve public higher education in the Commonwealth in general and State [College] **University** education in particular; to develop and advocate policies for improving the welfare of its members; and to negotiate, to submit for approval, and to enforce collective bargaining [contracts] **agreements** for its members."

Rationale: The first change is proposed as a result of legislation enacted by both houses of the Massachusetts General Court and signed by Governor Patrick on July 28, 2010 changing the nine Massachusetts State Colleges to State Universities. This change is a technical change recognizing the statutory change.

The second proposed change is also technical in nature recognizing that a “contract” negotiated with management is more properly referred to as a “collective bargaining agreement.”

**Proposed Amendment #2: Article VII, Section 3. Bargaining Committees.**

“The Bargaining Committees shall be responsible for preparing bargaining proposals and for negotiating [contracts] **collective bargaining agreements** on behalf of the MSCA. The Bargaining Committees shall submit Bargaining Proposals for approval by the Board before entering into negotiations. The Bargaining Committees shall bring any tentative collective bargaining agreements to the Board of Directors for its recommendation. The Board shall submit such agreements with its recommendation to the MSCA members of the appropriate unit for their approval or disapproval, unless otherwise specified by law.”

Rationale: The proposed change is technical in nature recognizing that a “contract” negotiated with management is more properly referred to as a “collective bargaining agreement.”

**Proposed Amendment #3: Article VII, Section 4. Grievance Committee.**

“The Grievance Committee shall be responsible for processing grievances according to the terms and conditions of the collective bargaining [contracts] **agreements** and shall act on grievances upon appeal from any Chapter.”

Rationale: The proposed change is technical in nature recognizing that a “contract” negotiated with management is more properly referred to as a “collective bargaining agreement.”

**Proposed Amendment #4: Article VII, Section 5. Legislation Committee.**

“The Legislation Committee shall serve as a reservoir and source of information on national and state legislation affecting public higher education and shall recommend appropriate action. It shall endeavor to seek legislation of benefit to the State [Colleges] **Universities** of the Commonwealth.”

Rationale: The change is proposed as a result of a statutory change whereby the nine Massachusetts State Colleges became State Universities.

**Proposed Amendment #5: Article VII, Section 5. The Affirmative Action, Equal Opportunity, Diversity Committee.**

“The Affirmative Action, Equal Opportunity, Diversity (AA/EO/DIV) Committee shall serve as a liaison between, and a resource for, campus AA/EO/DIV committees. It shall disseminate affirmative action, equal opportunity and diversity information to all members; organize statewide workshops/conferences under the direction of the MSCA; and monitor campus AA/EO/DIV practices. The Committee will monitor compliance with the current “Affirmative Action, Equal Opportunity, Diversity Plan of the State [Colleges] **Universities** of the Commonwealth of Massachusetts,” or its successor. In addition, it shall serve as a resource to the Bargaining [Committee] **Committees** to aid [it] **them** in insuring that the ~~contract~~ **collective bargaining agreements** [is] **are** in concert with affirmative action, equal opportunity and diversity guidelines.”

Rationale: The first change is proposed as a result of a statutory change whereby the nine Massachusetts State Colleges became State Universities.

The second and third changes are proposed to recognize that the MSCA has two bargaining committees.

The fourth change is technical in nature recognizing that a “contract” negotiated with management is more properly referred to as a “collective bargaining agreement.”

The fifth change conjugates the verb to correspond to the now plural subject.

**Proposed Amendment #6: Article VII, Section 9. Librarians Committee.**

“The Librarians Committee shall discuss and monitor issues specifically pertaining to the state [college] **university** libraries and librarians. Working within the structure of the MSCA, the Librarians Committee shall seek to find resolutions to librarians’ workplace challenges and advance issues affecting librarians and state [college] **university** libraries to other members of the MSCA.”

Rationale: The two changes are proposed as a result of a statutory change whereby the nine Massachusetts State Colleges became State Universities.

The motion passed.

*Vice President – Amy Everitt*  
No report.

*Secretary - Nancy George*

Secretary George again reminded board members that the NEA/RA will be held June 30 to July 5, 2011, in Chicago, IL. The nomination form is available in the MSCA Perspective and is due to Secretary George on March 11, 2011.

*Treasurer - Glenn Pavlicek*

*Monthly Report*

Treasurer Pavlicek distributed the monthly expense report. Discussion followed.

Chapter presidents were reminded to submit Appendix Q's and DGCE lists to Treasurer Pavlicek's office.

MSCA employees will be able to be paid with direct deposit in the near future.

It was moved and seconded to accept the *2011 Delegate Assembly Counts* as distributed. The motion passed.

It was moved and seconded to accept the tentative *2011 MTA Annual Meeting Delegates Headcount* as distributed. The motion passed.

Treasurer Pavlicek distributed information on potential changes to the dues structure. Discussion followed.

Treasurer Pavlicek reminded Board members that he needs members who have an expertise and interest in investments to assist him in the investment of MSCA funds.

*Health and Welfare Trust*

The dental plan now covers dental implants.

### **MSCA Committee Reports**

*Grievance – Sandra Faiman-Silva*

Committee Chair Faiman-Silva requested that members of the Grievance Committee attend the regularly scheduled meetings. She emphasized how important these face-to-face meetings are, particularly for those members who have active grievances on their campuses. Discussion followed.

*DGCE Bargaining – Susan Dargan*

DGCE Bargaining Committee is meeting on March 25 in Framingham to review the previous DGCE Bargaining Survey and to discuss questions for a new survey. There is a

need for team members from Fitchburg and MCLA, and alternates from Fitchburg, MCLA and Worcester.

*Librarians – Nancy George*

Chair George reviewed the 2009 Librarians Survey. She stated that librarians have constant, direct contact with library administration and that building/office space problems affect librarians more than teaching faculty due to their work schedules. These situations may adversely affect librarians' job satisfaction.

The librarians answering the survey were dissatisfied with their representation at Day Bargaining. Discussion followed.

*Legislative – Ken Haar*

In the absence of Ken Haar, President O'Donnell distributed and reviewed the recent higher education bills.

It was moved and seconded that the MSCA support the bills that the Legislative Committee recommended for approval, with the exception being the following until additional information is available: *Proposal for a Legislative Amendment to the Constitution Relative to the subject Matter of Initiative and Referendum Petitions.*

The motion passed.

**MTA Reports**

*DGCE Bargaining Unit – Bob Whalen*

An arbitration that was canceled due to weather will be rescheduled; another arbitration was settled.

*Day Bargaining Unit – Donna Sirutis*

The Louisiana Association of Educators is trying to organize the higher education educators. The MTA is seeking members who would be interested in traveling to Louisiana to assist with the organizing (MTA will pay expenses).

The MTA continues to work on developing Senate District Teams. Coordinators are still needed. A campus coordinator is needed on each campus.

*Director – Ron Colbert*

There was a successful public employee/union rally recently.

Two issues continue to be discussed – municipal health insurance and teacher evaluations.

**PHENOM**

*Ken Haar*

In the preparation of next years MSCA budget, PHENOM respectfully requests at the very least the same funding that the MSCA provided to PHENOM in the past year.

Max Page, representing PHENOM, spoke at the inaugural meeting of the Public Higher Education Caucus along with the Jack Wilson, President of the University of Massachusetts, and Higher Education Commissioner Richard Freeland.

PHENOM plans to have legislators from the public higher education caucus meet on each campus of the public higher education institutions later this spring. It is hoped that MSCA union representatives on each campus would encourage their members and their students to attend the town hall style meetings that will be part of those visits.

Other on-campus events will be organized during the semester that include members of the public higher education caucus who happen to serve on committees that will be working on bills that PHENOM, the MTA, and/or the MSCA have endorsed. We are going to ask that hearings on our bills be scheduled on campuses within the district of members of the appropriate committee who happen to be caucus members. It is requested that MSCA union leaders on those campuses be active in getting their members and students to attend such hearings when they are scheduled.

### **Chapter President's Reports:**

#### *Worcester*

Two searches for administrators have been put on hold by the university's board of trustees. A faculty member appointed by the board of trustees to the presidential search committee in the fall is now on sabbatical.

#### *Westfield*

Faculty searches have been suspended due to budget problems. There is an anticipated \$3.4 million budget gap given the governor's proposed budget.

Liz Preston is the interim Vice President for Academic Affairs.

#### *Salem*

Academic Program Review continues and the NEASC site visit is April 3-6.

#### *MMA*

Not present.

#### *MCLA*

There have been campus meetings to discuss a faculty center. There was a meeting on the Vision Project.

#### *Mass Art*

Dawn Barrett, a dean from the Rhode Island School of Design, has been named the new president of Mass Art.

*Framingham*

There is a new program on campus, which brings high school students who need remedial courses, on campus during the summer for seven weeks of courses. There has been no discussion regarding faculty support or involvement in the program. The Mathematics and English departments are not supportive of the new program.

A new full-time MBA program is being started. The students, who are primarily international students, will be housed in the dorms with undergraduate students.

*Fitchburg*

There are ongoing discussions regarding the Hammond Building renovations. The project will be completed in three phases at a cost of total projected cost of \$35 million.

The administration continues to be aggressive with “problem faculty” who are asked to resign. Three in the past month (one tenured, two full-time temporary faculty in their fourth consecutive semester) were either asked to resign or termination proceedings were being contemplated.

*Bridgewater*

Actions were taken to have a faculty member resign. Student fees are going up over \$500 per year. The university’s endowment hit \$20 million. The School of Business is being renamed the Louis Ricciardi College of Business.

The meeting adjourned at 2:35 pm.

Respectfully submitted,  
Nancy George  
MSCA Secretary