

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
June 1, 2012
Salem State University**

Present: Aldrich, Concannon, Coppola, Dargan, Donohue, Everitt, Falke, George, Hennessey, Hoagland, O'Donnell, Pavlicek, Rapp, Schlosberg, Shartin, Stonehouse

Guests: Sandra Faiman-Silva (Bridgewater)

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 April 27, 2012 meeting. The motion passed.

Visiting Speakers' Time:

No visiting speakers.

MSCA Officers' Reports:

President – C.J. O'Donnell

Committee Nominations

It was moved and seconded to approve the following committee nomination:

Sam Schlosberg (Mass. College of Art and Design) – Grievance Committee

The motion passed.

Post-Tenure Review

The two problems with post-tenure review at Bridgewater for the 2011-2012 year have not yet been resolved. President O'Donnell has received from management the lists of faculty and librarians who have applied, by the April 1st deadline, to be reviewed next year, but he has not received the list of all tenured faculty and librarians. This information is needed to compute the formulary increases due to be paid July 1, 2012. In response to a question from a Board member President O'Donnell reminded the Board that PTR increases are effective on July 1st, but that the increases are based on the faculty member's or librarian's salary as it was on October 1st.

Pay Increases

The 3.5% pay increase scheduled for June 30, 2012 should be paid on schedule. The formulary increases due on July 1st to continue to address inversion and compression has not been computed since the data necessary, and request of management months ago, has not yet been produced. The 1.75% increase also due to occur on July 1st has not yet been funded. If the state budget is completed by the end of June it is anticipated that some

additional time will be needed before the funds for the increase are transferred to the campuses.

President O'Donnell will request that management provide members with a sheet to explain upcoming pay increases. In addition, the MSCA will work to confirm that part-time faculty have been paid the accelerator moneys due as a partial resolution to the two consolidated grievances the MSCA filed.

2012-2013 Personnel Calendar

The 2012-2013 Personnel Calendar has been posted on the MSCA web page. In addition, management needs to distribute the calendar to faculty and librarians.

DGCE Bargaining Agreement

A first draft of the 2012-2014 agreement was sent to Jim Cox's office in late-March and President O'Donnell recently received comments of the draft from Jim Cox. There are a minimal number of edits outstanding. President O'Donnell said that he plans to print 500 copies using MTASO in the MTA print shop.

Day Bargaining Agreement

MTA consultant Donna Sirutis and President O'Donnell spent six hours with Jim Cox and car Corner-Dolloff at Mass Maritime reviewing a first draft of the 2012-2014 agreement. President O'Donnell anticipates printing 500 copies for this agreement as well.

2012-2013 MSCA Board Schedule

It was moved and seconded to approve the proposed 2012-2013 MSCA Board Schedule as distributed. The motion passed.

Vice President – Amy Everitt

Vice President Everitt recently met with Representative John Keenan, the sponsor of the Sabbatical Bill. It is anticipated that the bill will be reported out of House Ways and means as soon as the state budget is completed and before the end of formal session in July.

Secretary - Nancy George

No report.

Treasurer – Glenn Pavlicek

Dues Rates

Treasurer Pavlicek distributed the expected 2012-2013 dues and agency fee rates. Discussion followed.

Policy on Stipends for Bargaining Committee Chairs

It was moved and seconded that the chairs of the bargaining committees be paid the full monthly stipend during any month in which bargaining is taking place. The motion

passed. (It was clarified during discussion that bargaining is considered to be taking place from the time when the bargaining committee begins to meet to put together a bargaining survey or proposal until a final draft of the agreement is finished.)

Other Items

As of July 1st, dependent children up to the age of 26 can be covered by the MTA dental trust fund policy through Met Life. Notices were recently sent to members.

Chapter Presidents were requested to inform Treasurer Pavlicek of the names of members who have retired or will soon retire.

MSCA Committee Reports

Day Bargaining – Dan Shartin

No report.

DGCE Bargaining – Sue Dargan

No report

Grievance – Sandra Faiman-Silva

Chair Faiman-Silva distributed and reviewed her report. She also discussed recent problems regarding grievances and dealings with the administration at Bridgewater. Discussion followed.

MTA Reports

Day Bargaining Unit – Donna Sirutis

Not present.

DGCE Bargaining Unit – Robert Whalen

Not present.

MTA Director – Ron Colbert

Not present.

Chapter President Reports:

Bridgewater

President Mohler-Faria will not be speaking with the membership at large regarding grievances.

Fitchburg

Not present.

Framingham

At a recent Board of Trustees meeting it was stated that student fees were increased to

fund the faculty pay increases.

The library's air conditioning is being worked on and thus, the library will not have air conditioning most of the summer. In addition, work is being done in the library's basement that will generate toxic fumes in the building.

Framingham faculty have been listed as employees who will have their hours entered into the new MassHR. It is not yet known if Framingham librarians will have to self-report their hours using the MassHR system. Chapter President Donohue has sent a cease and desist letter. Discussion followed.

Mass. Art

The new dorm is opening this coming week.

Chapter President Schlosberg recommended that members investigating retirement benefits meet with the MTA staff experts before meeting with the Massachusetts Retirement Board.

There are problems staffing a search committee for the Academic Vice President due to the College President's insistence on staffing the committee immediately and meeting over the summer.

Parking continues to be a challenge creating tension between members of different unions on campus.

MCLA

The abundance of committees on campus continues to create tension on campus. There are not enough faculty and librarians to serve on these committees.

Senior administrators at MCLA continue to have concerns about the Vision Project.

Mass Maritime

There have been some discussions on campus regarding creating a "split cruise." Nothing has appeared in writing.

Salem

This coming Monday and Tuesday, President Meservey is gathering 120 members of the campus community together to focus on student success.

The Core Curriculum Committee and its recommendations will be of great interest in the coming fall.

President Meservey recently announced two administrative title changes which include salary increases. One new title is "Chief of Staff."

The new library will open in September 2013.

The new Fitness Center will break ground on July 1.

Westfield

Student fees will increase \$700 next year, with \$200 of these fees to be used for the nursing program.

Significant debate is occurring on campus regarding space studies.

The Long Range Planning Committee brought forth its recommendations to the ACC.

It has been decided that the new \$101 million building will be a science, not a STEM building. Included in the cost are anticipated renovations to other existing buildings.

Police action on campus is a problem. It is anticipated that the Westfield Chapter will need state-wide support and legal counsel on this matter.

Worcester

Searches to replace two deans have been completed; the results of the searches have yet to be released.

A Search to replace the AVP are underway. It is anticipated that the interim AVP will be a member of the faculty.

Modular offices are being brought to campus to prepare for the upcoming construction projects. Faculty parking will be moved. There will be a new \$45 million fitness complex and a new dorm/dining hall. Both are anticipating completions dates of January 2013.

Dan Shartin will be the Worcester Chapter President beginning later this summer. The MSCA Board thanked Anne Falke for her service as Chapter President on the MSCA Board of Directors.

The campus has licensed “intrusive advising” software called Starfish. Discussion followed.

Old Business

Website Committee

Buzz Hoagland reported that he been working on a prototype for the MSCA website.

Books for Legislators

It was moved and seconded to reconsider the motion on having the MSCA purchase books to distribute to legislators. The motion passed.

MSCA Board Minutes
June 1, 2012

The original motion from September 2011 read:

It was moved and seconded that the MSCA send the following books to legislators who do not yet have them:

Saving State U, by Nancy Folbre; and *The Future of Higher Education*, by Dan Clawson and Max Page.

It was moved and seconded to substitute for the original motion a motion to request that MTA buy and distribute the books to legislators on behalf of the MTA-affiliated higher ed unions. The motion passed.

The amended motion passed.

The meeting adjourned at 1:35 pm.

Respectfully submitted,
Nancy George
MSCA Secretary