

**MSCA Board of Directors Meeting  
Minutes of the Regular Meeting  
December 7, 2012  
Framingham State University**

**Present:** Aldrich, Bullens, Concannon, Coppola, Dargan, Donohue, Everitt, George, Goodlett, Hennessy, Hoagland, O'Donnell, Pavlicek, Rapp, Schlosberg, Stonehouse, Turk

**Guests:**

Ron Colbert (Fitchburg), Joey Hansen (MTA), Donna Sirutis (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 November 2, 2012 meeting. The motion passed.

**MSCA Officers' Reports:**

*President – C.J. O'Donnell*

*2012-2014 Committee Appointments*

President O'Donnell received two nominations for committee appointments.

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

Grievance: Glenda Ouellette – Fitchburg

Librarians: Pamela Hayes-Bohanan – Bridgewater

The motion passed.

*2012-2014 Day Contract*

The rewrite of the day contract is complete. The Bargaining Committee was able to reach an agreement on the deletion of Evacuation Day and Bunker Hill day in exchange for two additional personal days for librarians hired prior to January 1, 2013. President O'Donnell sent a PDF copy to Nancy to post on the website. MSCA signatures will be obtained today and the signature pages will be sent to Jim Cox so he can obtain the BHE/COP signatures.

*Department Chair Handbook*

President O'Donnell will update the page references in the *Handbook* to the 2012-2014 agreement this weekend and we will print copies in his office next week. President O'Donnell would appreciate it if chapter presidents could let me know how many copies they would like. Do not give the copies to management to distribute; it gives the sense that they did the majority of the work, which is not the case. If management wants copies please find out how many and we will bill them for the duplication only, which should be maybe \$2 or so per handbook. We lease our copy machine and are billed for overages. Given the number of size of the *Handbook* and the number of copies needed there may be an overage charge this quarter.

MSCA Board Minutes  
December 7, 2012

*Contract Orientation Workshop*

President O'Donnell and those who attended thought the day contract orientation meeting on November 16th went well.

*Per Capita Professional Development*

The amount is \$703 this year and the deadline for applying for the funds is December 31, 2012. Please remind your full-time and salaried part-time members of the deadline. President O'Donnell reminded Board members that these are non-receipt funds, not reimbursements, and therefore are taxable. As a result, whatever is purchased is the member's property, not the university's.

*January 1, 2013 1.75% Increases*

President O'Donnell sent Care Corner-Dolloff an email last night asking for an update on the 1.75% increase that is to take effect for full-time faculty and librarians and salaried part-time faculty on January 1, 2013. There will be no change in the rate for "03" part-time faculty, or music instructors at Westfield. Faculty in these categories were to have received the accelerator monies they were owed in lieu of this increase (and the July 1, 2012 increase). They will receive increases on July 1, 2013 and January 1, 2014.

*Sabbatical Bill*

President O'Donnell forwarded to Board members an email from President Meservey via Amy Everitt noting that movement is expected in the Senate. President O'Donnell has asked Vincent Pedone for an update. Vincent was instrumental in passage in the House.

*9C Cuts and Supplemental Budget*

Governor Patrick made \$225 million in cuts due to revenues being below benchmarks. The effects on campuses is not as bad as it could have been. Donna will be reporting on this.

The Governor also filed a supplemental budget that has some increases, contains collective bargaining reserves for a handful of units (including the faculty unit at UMass Dartmouth) and would cut the campus line items by one percent (Section 13).

*Vice President – Amy Everitt*

Vice President Everitt reported that as soon as she hears from President Meservey regarding the Sabbatical Bill she will let President O'Donnell know.

*Secretary - Nancy George*

No report.

*Treasurer – Glenn Pavlicek*

*MSCA Monthly Expenses*

Treasurer Pavlicek distributed the MSCA Monthly Expenses for 2012-2013 and a new 2012-2013 Expense Voucher noting that the IRS increased its allowable mileage reimbursement to 56.5 cents per mile.

*Tax Exempt Status*

Treasurer Pavlicek received a listing of tax exempt organizations falling under the MTA. All MSCA chapters are listed. Treasurer Pavlicek reminded Board members that all chapters still need to fill out the e-postcard (990N) each year to maintain tax exempt status.

*Dues*

The payroll deduction of some DGCE faculty (student teacher supervisors) is problematic this year due to the timing of the last payroll deduction in December. Treasurer Pavlicek is working on solving the problem.

**Visiting Speakers' Time:**

*Joey Hansen – MTA Director of Higher Education*

Following introductions, Mr. Hansen requested that Board members let him know what the MSCA wants from the MTA. Listed below are a few of the recommendations:

- A classification and reinforcement of positive items members get out of the MTA.
- There is resentment for being told what types of political activities (e.g., phone banks) to do without prior consultation about what types of activities members might want to participate in.
- Diverting MTA staff serving from member services to work on phone banks was unpopular.
- MTA promotional materials are geared towards a K-12 teacher audience.
- MTA needs to make higher education a larger priority.
- MTA needs to be proactive, not reactive, regarding legislation and political action.
- Due for part-time faculty need to be reduced.
- There is no sense of fellowship as an organization.
- MTA needs to carve out an identity.
- MSCA is highly satisfied with the MTA consultants assigned to us.
- MTA legal staff is excellent.

Mr. Hansen addressed a few of these issues and agreed to meet with the MSCA at a future meeting to further address these concerns.

**MSCA Committee Reports**

*Grievance – Sandy Faiman-Silva*

Chair Faiman-Silva was unable to attend. Her written report was distributed.

*Librarians Committee – Nancy George*

President O'Donnell distributed an article from the Association of College and Research Libraries, C&RL News (December, 2012), *Joint Statement on Faculty Status of College and University Librarians*, to Board members. Librarians Committee member Bill Shakalis

(Worcester), had forwarded it to President O'Donnell. The article will be distributed to members of the Day Bargaining Committee.

### **MTA Reports**

#### *Day Bargaining Unit –Donna Sirutis*

##### *Academic Affairs Meeting - BHE*

Consultant Sirutis attended the recent Academic Affairs meeting at the BHE. The BHE is unclear on their authority over out-of-state academic institutions with an online, but no physical presence, in Massachusetts. A committee may be formed to look into the issue.

#### *Nursing and Allied Health*

The BHE reports that there will be a need for 32,000 new nursing and allied health workers. There is a concern that this may encourage institutions to divert funds from some programs, for example, liberal arts, into nursing programs in order to increase the number of BSN graduates.

#### *Fiscal Affairs and Administrative Policy Committee*

A spreadsheet on community college funding was distributed, reviewed and discussed.

#### *DGCE Bargaining Unit – Bob Whalen*

Consultant Whalen was attending the MCCC Board of Directors meeting.

#### *MTA Director – Ron Colbert*

There is a grass roots group, seemingly an offshoot of PHENOM, trying to carve out a role for higher education.

There was an Ethnic Minority conference last weekend. MTA is not meeting diversity standards.

An MTA Higher Ed All-Presidents' meeting was recently held. MTA Executive Director Ann Clarke was informed of issues she would not have otherwise heard. MTA President Paul Toner would like to schedule another of these meetings in the spring.

#### *MTA Board Meeting*

The general election results were discussed in detail. K-12 members resented MTA staff being diverted to work on phone banks instead of working on member services.

There was discussion regarding revenue issues and the opportunity for each region to speak about revenues. K-12 members do not understand many of the issues important to higher education affiliates.

The community college formula funding was discussed.

The Government Relations Committee is recommending six items for the MTA Legislative Package. The package was adopted by the MTA Board of Directors on December 1<sup>st</sup>.

- Increase state revenues: "An Act to Invest in our Communities"
- Revive the Foundation Budget Review Commission: revise Chapter 70 foundation budget
- Allow Early Childhood Educators to form non-traditional unions

- Increase the percentage of undergraduate courses taught by full-time, tenured and tenure-track faculty to 70% by 2017 and provide benefits and other support for adjunct faculty
- More tightly regulate the collection of signatures to qualify a ballot question and prevent fraud
- Establish a Commission on Higher Education Funding or some other legislative language in pursuit of increased higher education funding, pending further discussion with HELC.

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

#### *Worcester*

NEASC report will be posted online in the near future. There is a change in the budget process on campus; transfer of funds need to be completed by April 1.

#### *Westfield*

A wrong number telephone call and message left resulted in the campus elementary school being evacuated into the university auditorium. Music faculty members entertained the children with an impromptu concert.

The campus is trying to increase (by 25%) the amount of money paid to DGCE faculty. The administration argues that in order for faculty to receive the higher stipend class sizes must be increased a small amount.

#### *Salem*

Two new associate deans have been hired.

About 100 members attended the recent holiday party. A reception for new faculty will be held in January.

Arbitration briefs have been filed on the School of Business AACSB grievance.

#### *Mass Maritime*

The ship is due to return from Staten Island by December 16. It will leave for the Caribbean in January. An industrial hygiene inspection is to be completed.

#### *MCLA*

The institution has doubled faculty incentives from \$1500 to \$3000. Faculty may take the money or course release time.

Final exams will no longer be held on the evenings or on weekends after this semester.

Discussion regarding the Vision Project has continued.

The chapter recently held a meeting with first-year and second-year faculty. Consultant Donna Sirutis attended the meeting.

#### *MassArt*

The university president cancelled the last two meetings with the chapter. It is surmised that this is because of a grievance filed due to her improper formation of a search committee.

An award will be presented for teaching excellence.

*Framingham*

It was suggested that the first full evaluation being in the second year of employment does not give departments enough time to rectify new faculty performance weaknesses.

The science building project is \$10 million over budget.

The university administration has proposed a Bachelors Degree in American Sign Language for students who complete the Associates Degree at Northern Essex Community College. The two additional years would be taught at NECC but students would receive a Framingham State University degree. The proposal has been tabled by the Curriculum Committee, but the program is already being advertised on the NECC website

*Fitchburg*

Step one and step two grievances were filed regarding the use of online courses and scheduling.

*Bridgewater*

No report.

**Old Business**

Robert Donohue (Framingham) is going to assist the MSCA with a gender equity/salary study for the MSCA.

The meeting adjourned at 2:00 pm.

Respectfully submitted,  
Nancy George  
MSCA Secretary