

**MSCA Board of Directors Meeting  
Minutes of the Regular Meeting  
March 1, 2013  
Framingham State University**

**Present:** Bullens, Concannon, Coppola, Donohue, Eve, Everitt, Foley, George, Goodlett, Hennessy, Hoagland, Pavlicek, Rapp, Schlosberg, Stonehouse, Turk

**Guests:**

Sandy Faiman-Silva (Bridgewater), Donna Sirutis (MTA), Bob Whalen (MTA)

*Due to illness, President O'Donnell was absent from the meeting. In his absence, Vice President Everitt presided over the meeting.*

**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 1, 2013 meeting. The motion passed.

**MSCA Officers' Reports:**

*President – C.J. O'Donnell*

*Proposed Annual Meeting alternate seating procedure*

It was moved and seconded to approve the *Proposed Procedure to Elect Alternate Delegates for the 2013 MTA Annual Meeting* as read by Vice President Amy Everitt. The motion passed.

*Vice President – Amy Everitt*

No report.

*Secretary - Nancy George*

No report.

*Treasurer – Glenn Pavlicek*

*MSCA Monthly Expenses*

*Chapter Allocations to the MSCA Delegate Assembly*

Treasurer Pavlicek noted the chapter allocations to the MSCA Delegate Assembly. The handout with the figures on it will be distributed to board members through email in the

near future.

*MSCA Allocations to the MTA Annual Meeting*

There are a total of 54 MSCA delegate positions available for the MTA Annual Meeting. The handout with the chapter allocations will be distributed to board members through email in the near future.

*Reimbursement for MTA Annual Meeting and NEA-RA and the NEA Higher Education Conference*

It was moved and seconded that the MSCA Board of Directors authorize the following stipends and reimbursements for MSCA Delegates to the 2013 MTA Annual Meeting: a \$75 stipend for attendance at Friday's business session; a \$75 stipend for attendance at Saturday's business session; reimbursement for mileage, tolls, parking and a hotel room for Friday night only (at the conference rate). Reimbursement will not be given for meals. The motion passed.

It was moved and seconded that the MSCA Board of Directors authorize reimbursement for meals, transportation-related costs (limousine service is not authorized), hotel (up to the conference rate) up to \$1,900 for each of the duly elected MSCA delegates to the 2013 NEA-RA, contingent on proof of registration, voting receipts, and the submission of a brief written report to the MSCA President and MSCA Board of Directors, with a cap of \$12,000. The motion passed.

In discussion, it was noted by Secretary George that nominations and biographical statements are due March 15 for the 2013 NEA-RA.

It was moved and seconded that the MSCA Board of Directors authorize reimbursement for meals, transportation-related costs (limousine service is not authorized), hotel (up to the conference rate) up to \$1,500 for each of the MSCA delegates to the 2013 NEA Higher Education Conference, contingent on proof of registration, with a cap of \$7,500. The motion passed.

*Monthly Expenses for 2012-13*

Treasurer Pavlicek distributed the MSCA Monthly Expenses for 2012-13.

He noted that the budget line item for Communications has not been used since the *Perspective* stopped being published. Discussion followed. It was recommended and charged that the Website Committee investigate the costs associated with a website redesign by a professional web designer and that the Media Relations Committee investigate the costs associated with hiring media/communications professionals to update our internal/external communications before the budget for Communications be eliminated or changed.

*Local Support*

Treasurer Pavlicek encouraged chapters to submit reimbursements in order to receive local support.

*Appendix Q*

Appendix Q was due 2/28/13. He has five out of nine Appendix Qs and needs the rest ASAP.

**MSCA Committee Reports**

*Grievance – Sandra Faiman-Silva*

Chair Faiman-Silva provided board members with a report on the status of state-wide grievances and arbitrations. Discussion followed.

**MTA Reports**

*MTA Director – Ron Colbert*

Not present.

*Day Bargaining Unit – Donna Sirutis*

*PARCC*

The draft of the readiness for college definition will be approved by the Board of Higher Education in the near future. It is to be noted that the state universities will not be able to require students to take a developmental course if the students have passed the PARCC college readiness test. It was recommended that concerns be presented to MTA President Paul Toner who sits on the Board of Higher Education.

*State House Advocacy Day – March 5, 2013*

MTA is coordinating a Higher Education Advocacy Day this coming Tuesday. MTA members are asked to meet on the fifth floor at the MTA building in Boston, 20 Ashburton Place, beginning at 10:00 a.m. It was noted that although PHENOM had publicized the State House Advocacy Day, the MSCA did not receive a notice of this event from the MTA until 3/1/13. Consultant Sirutis will provide members who can not attend this event with “talking points” which will assist them in writing/calling their legislators.

*MCCC Tenure Case*

An arbitration case on a MCCC tenure denial will be heard at 9:00 am, March 5, 2013, at the Supreme Judicial Court in Boston. Will Evans will be the MTA attorney at the hearing. It was noted that the state university presidents hired Jim Cox to write an amicus brief in support of community college management. It was recommended that MSCA members who will be participating in the State House Advocacy Day attend the hearing. Discussion followed.

*DGCE Bargaining Unit – Bob Whalen*

*Starfish*

A review of the student retention tool, Starfish, was provided by Consultants Whalen and Sirutis. It is currently in use at Cape Cod Community College, used by Worcester and is

in the process of being implemented by Fitchburg (note: Salem is currently piloting a different product, MapWorks). The product, as it is used at Cape Cod Community College, is present as an icon on faculty members' email, and allows faculty members to indicate within the program at-risk students (for example, poor attendance and grades). Automatic emails are then sent to some of these students from the faculty members. As revealed in a Fitchburg campus meeting, the algorithm used to generate emails to at risk students uses ethnic heritage as one factor for deciding which at risk students are sent emails.

Starfish stores the data off-campus and enables metrics which may be used by enrollment management administrators. In addition, faculty usage metrics are also available to university administrators. These systems have been adopted outside of bargaining.

Discussion followed.

It was moved and seconded to empower President O'Donnell and Consultant Sirutis to attend ERC and request that the institutions cease and desist using this retention software. The motion passed.

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

#### *Bridgewater*

The university will be examining the relationship between the liberal arts and the core curriculum.

#### *Fitchburg*

There was one tenure denial and three promotion denials.

#### *Framingham*

A new dorm is planned.

Some administrators have been disregarding Article VII.

Framingham will be building a new science building and ventilation hoods in the labs will filter fumes and return the filtered air inside of the building. The hoods may only work with certain types of chemicals thereby limiting future faculty and student research.

Discussion followed.

#### *Mass. Art*

Mass Art is in the process of hiring a provost. The chapter is hosting meetings for the provost candidates.

The academic vice president would like to award a distinguished teaching award to a faculty member. The faculty would select the faculty member receiving the award.

Discussion followed.

AFSME unit members on campus are now punching time clocks.

#### *MMA*

MTA President Paul Toner will be featured at a meeting on Wednesday, March 20, 2013,

at 10:30 am, in the MMA Faculty Lounge. MMA MSCA and APA members will be attending this meeting which will focus on the retiree health care benefits issue. All MSCA Board members were also invited to attend.

*MCLA*

Chapter President Rapp and Director Eve met earlier in the week with department chairs. Items that are deemed important by the department chairs are not being addressed by the administration.

Chapter President Rapp and Director Eve also met with part-time faculty. Part-time faculty are not being observed nor getting their evaluations returned.

The deadline for mid-term grade reports is in the middle of spring break.

The chapter is working hard to reduce the number of faculty with teaching assignments five days a week. It was noted by Grievance Chair Faiman-Silva that there is language in the contract to support this change in faculty schedules.

There were no tenure or promotion denials.

*Salem*

There were two tenure denials and six promotion denials.

Work continues on the core curriculum.

There is a “fit for duty” issue being discussed on campus.

*Westfield*

There were two promotion denials and one tenure denial.

*Worcester*

There were two promotion denials.

The faculty/librarians have been asked to revisit the university’s mission statement. The reason given was the institutional change to a university; the mission statement has not been reviewed since 2005.

FY14 budget will be level funded. However, departments will have to give back 1% of their budget, which will become part the provost’s special projects budget.

The meeting adjourned at 1:20 pm.

Respectfully submitted,  
Nancy George  
MSCA Secretary