

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

Present: Aldrich, Bullens, Concannon, Cusack, Dargan, Donohue, Everitt, Fielding, Foley, George, Hennessy, Hoagland, O'Donnell, Pavlicek, Resnik, Stonehouse

Guests:

Joey Hansen (MTA), Barbara Madeloni (MSP, UMass), 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 October 4, 2013, meeting. The motion passed.

Visiting Speakers' Time

Barbara Madeloni – Candidate for MTA President

After introductions, Candidate for MTA President, Barbara Madeloni, provided Board members with an overview of her experiences and background. Following this, she answered Board members' questions on a variety of higher education union topics.

MSCA Officers' Reports

President – C.J. O'Donnell

Committee Appointments

The Delegate Assembly created a special advisory Investment Committee to be comprised of one member from each chapter. We still only have two members on the committee, plus the MSCA Treasurer and MSCA President ex officio.

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

Day Bargaining: Jennifer Fielding, Fitchburg

Day Bargaining Alternate: Jennifer Berg, Fitchburg; Margot Hennessy, Westfield

The motion passed.

Salary Increases

Formulary increases for 324 full-time faculty and librarians were paid on October 25th. There were a number of last minute errors that were caught by staff at the universities; President O'Donnell was grateful for the extra set of eyes. The errors were President

O'Donnell's and revolved around late PTR payments. The PTR decisions were announced on April 1st, but some of the increases were paid as late as July.

Salary explanation letters were sent to the chapter to be distributed. If you receive any questions either direct the member to President O'Donnell, or forward to President O'Donnell their email.

Retiree Health Care Bill

House 59 was heard yesterday. Vice President Everitt attended and will report on this.

MTA Consultant Situation

Joey Hansen will be updating the Board on this. HELC was not in favor of the proposed reorganization of the Higher Ed division and, as a result, advertisements for two consultants will be posted.

MSCA Elections

This is an election year. I have asked the Elections Committee to begin its work.

Day Bargaining

Day Bargaining must begin by January 31, 2014. President O'Donnell has asked the Bargaining Committee to begin its work.

MSCA Board Schedule

It was moved and seconded to approve the following changes to the MSCA Board Schedule:

December 6, 2014: location change to Fitchburg State University

January 31, 2014: date change to February 7, 2014

February 28: date change to March 7, 2014

March 28: date change to April 4

The motion passed.

Vice President – Amy Everitt

Vice President Everitt provided Board members with an overview of the House 59 Hearing. Only MTA President Paul Toner and the Governor's representative from A&F spoke in favor of the bill. Three senators and three representatives spoke against the bill as did all of the other union representatives present. It was clear during the hearing that the bill is not ready to be voted on. In addition it is unclear if it will ever make it out of committee.

Treasurer – Glenn Pavlicek

Treasurer Pavlicek distributed and reviewed the MSCA Monthly Expenses Report.

He also distributed the completed IRS 990 form and the auditor's report. Treasurer Pavlicek stated all Appendix Q's have been received, dues billing is going well, the quarterly tax filing has been submitted and the 150E reporting has been filed.

It was moved and seconded to increase local support by \$1000 for the purpose of holding chapter social events for the purpose of campus organizing. The motion passed.

Treasurer Pavlicek noted that the universities are not hiring as many faculty members off the non-compliant list.

Secretary – Nancy George
No report.

MSCA Committee Reports:

Bargaining – Dan Shartin
Not present.

Grievance – Sandra Faiman-Silva
Not present.

Elections – Robert Donohue
No report.

MTA Reports:

Day and DGCE Unit – Bob Whalen

Consultant Whalen provided Board members with an overview of grievances and a serious situation involving a faculty member at Framingham State University. Discussion followed.

MTA Higher Education Director Joey Hansen

Consultant Position

The consultant job posting will be posted internally on Monday. This position is to replace Donna Siritus who retired a number of months ago. The division reorganization is not going to happen. The seven consultant model will continue.

PARCC

Director Hansen would like to speak with mathematics professors in regards to student readiness and the effectiveness of the PARCC test. It was noted that recent changes to the test were not positive.

ORP

The IRS signed off on the ORP document. The MTA is working on drafting information

that would be sent out to members who participate in ORP. Director Hansen stated if you are in ORP and want to make a transfer to the state retirement account, you will have to notify the state retirement administrators. They will provide you with a cost calculation. At that point you will have to figure out if you can afford to make the transfer into the state retirement account.

The MTA is going to investigate banks that might provide ORP members with better interest and return rates than the state retirement account.

Again, as was mentioned last month, the MTA has proposed that campus HR offices give new hires a sign off sheet that states the new employee has 180 days to make a retirement fund decision (ORP vs. state retirement fund) and that they have been advised to speak with a financial advisor. Some institutions have been rushing new employees to make retirement fund decisions quickly before speaking with a financial advisor.

MTA Director 45H – C.J. O'Donnell

No report.

Health and Welfare Trust – Nancy George

The Health and Welfare Trust is meeting today.

Chapter President Reports

Bridgewater

The University is embarking on a project to define its mission, values, and vision. It is anticipated that a very large number of people will participate in the project.

President Mohler-Faria said he has \$250,000 to spend on faculty and librarians.

Fitchburg

The dean's discussion continues. The proposed structure would totally change the reporting structure of the departments. Some departments would be reporting to the Dean of Students. The president of the university is holding open forums to discuss these changes. The proposed changes are estimated to cost \$150,000. Chapter President Fielding would like to see this go through governance and have a special committee to study this.

The new provost is doing Dashboards for each academic department to study the Return on Investments. This includes fees vs. revenues: number of students, retention, transfers, faculty, tuition/fees, salaries, travel, and total direct expenses.

The university has hired a consultant to study the feasibility of having IT oversee the library. Discussion followed.

The administration is trying to get DegreeWorks on campus. This program would assist with student advising. An informal poll indicated that both Westfield and Framingham have this product on campus.

Framingham

Framingham Chapter President Donohue provided Board members with an overview of a serious legal situation involving a faculty member at Framingham State University. Discussion followed. It was noted that it would be useful to have workshops/training for members regarding acceptable classroom and social media behavior.

MassArt

It was moved and seconded to amend the minutes that were previously approved and to strike out Mass. Art's chapter president's report. The motion passed.

A department chair is not evaluating day part-time faculty.

Mass. Art is going through the strategic planning process.

Some of the long-vacant administrative positions are being filled.

MCLA

Not present.

MMA

No report.

Salem

Two people were not recommended by their chairs for tenure.

Faculty/librarians are not happy regarding the implementation of the core curriculum. The provost agreed to slow down the process.

There are major communication problems on campus.

The new fitness facility is opening this weekend.

Recent homicide victim, Colleen Ritzer, was a graduate student at Salem State. The campus is struggling to deal with this recent tragedy as well as last month's stabbings on campus. It was noted that there is a Threat Assessment Committee on most campuses.

Also, if you have students who are under the age of 18, over the age of 65, or students with a disability, you are mandated by law to report any signs of abuse.

Westfield

Over the past four years, President Dobelle added employees to his office staff and increased salaries 194%.

The faculty/librarians had a no confidence vote on the president on October 16, 2013. 75.7% of faculty/librarians participated. A two to one margin voted no confidence. The Westfield Board of Trustees placed President Dobelle on paid administrative leave. In addition, the Board of Trustees hired a criminal law firm to investigate Dobelle's expenses. The state Inspector General and Attorney General continue to work on the case. Discussion followed.

Elizabeth Preston is Westfield's acting president.

Worcester

The Worcester chapter president is not receiving the notice of sick bank hours. It was noted that HR should provide the chapter with the report.

There was an Online Learning Task Force that was put together by the administration. It was recommended by the task force that anyone who wants to teach online must follow certain stipulations and guidelines before allowed to teach online. There is also training for students who wish to take online courses.

The meeting adjourned at 1:15 pm.

Respectfully submitted,
Nancy George
MSCA Secretary