

**MSCA Board of Directors Meeting  
Minutes of the Regular Meeting  
December 6, 2013  
Fitchburg State University**

**Present:** Aldrich, Berg, Bullens, Concannon, Cusack, Donohue, Everitt, Fielding, Foley, George, Hennessy, Hoagland, Pavlicek, Rapp, Resnik, Stonehouse

**Guests:**

Sandy Faiman-Silva (Bridgewater), Joey Hansen (MTA)

In the absence of President O'Donnell, due to illness, Vice President Everitt chaired 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 October 4, 2013, meeting with the following changes under the Fitchburg chapter report (deleted items in brackets [], additions in **BOLD**):

*Fitchburg*

The dean's discussion continues. The proposed structure would totally change the reporting structure of the departments. Some departments [(STEM)] would be reporting to the Dean of Students. The president of the university is holding open forums to discuss these changes. The proposed changes [would] **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 motion passed.

**MSCA Officers' Reports**

*President – C.J. O'Donnell*

*Not present.*

*Vice President – Amy Everitt*

*Committee Appointments*

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

AAEO: Diane Caggiano, Fitchburg

Day Bargaining Alternate: Anne-Marie Hakstian, Salem

Grievance: Anne-Marie Hakstian, Salem

The motion passed.

*Treasurer – Glenn Pavlicek*

Treasurer Pavlicek distributed and reviewed the MSCA Monthly Expenses Report.

He noted that they are still collecting dues from cash payers and that all state and federal tax forms have been submitted.

It was moved and seconded to increase the salaries of the MSCA Treasurer's office staff to the following rates: Melissa from \$27.85 to \$30.00 an hour; Brenda from \$18.72 to \$20.00 an hour. The motion passed.

*Secretary – Nancy George*

No report.

**MSCA Committee Reports:**

*Bargaining – Dan Shartin*

Not present.

*Elections – Robert Donohue*

It was moved and seconded to approve the *MSCA Election Rules for Members, Spring 2014 MSCA Officer Elections* as distributed at the Board meeting. The motion passed.

It was moved and seconded to approve the *Spring 2014 MSCA Election Calendar* as distributed at the Board meeting. The motion passed.

*Grievance – Sandra Faiman-Silva*

Chair Faiman-Silva presented the Board with a brief report on the status of grievances and arbitrations. Discussion followed.

**MTA Reports:**

*Day and DGCE Unit – Bob Whalen*

Not present.

*MTA Higher Education Director Joey Hansen*

*Consultant Position*

The consultant job posting was posted internally, there were no internal applicants. The position has been posted externally. Some applications have been received and more are anticipated before the closing date of December 20<sup>th</sup>. This search is to replace Donna Sirutis and Beth Boyer who retired in June. The division reorganization is not going to happen. The seven consultant model will continue.

#### *ORP*

The IRS provided a positive ruling on the ORP to SERS transfer. HR departments have sent out information to ORP participants on changing to the state retirement account.

It is believed that the legislation allowing for the transfer will have to be amended to account for complexities of changing accounts. This may delay implementation by another year. The MTA has hired a benefits lawyer to investigate benefits and tax issues. It would be best if the IRS did not have to examine the legislation (again) given the slow IRS process on the initial ruling.

#### *Advocacy Day*

Advocacy Day is March 14 at the State House. Director Hansen stated that a large higher education turnout would be very beneficial for the success of the event.

The MTA is putting together a paper on the real dollar and per student decreases in state funding for the state universities. MTA will have the data and a recommendation on how to move forward towards improving this situation in the near future.

#### *Agency Fees*

There is legal discussion around the possibility that the collection of agency fees violates the First Amendment to the US Constitution. The NEA is filing an amicus brief on this. The MTA would like to pull together a group who represent the different units within the MTA to work on a campaign to convert agency fee payers to union members. Discussion followed.

#### *Health and Welfare Trust – Nancy George*

The Health and Welfare Trust is meeting today. Trustee George will be able to attend the January meeting.

As far as she knows, the dental insurance claims are down, which will be beneficial for next year's renewal. McKenzie Co. is no longer going to serve as the Health and Welfare Trust's TPA. KD Consulting/HPI will serve as the TPA. KD/HPI is working on the transition from McKenzie. Trustee George will provide Board members with a summary of the Health and Welfare Trust's activities as soon as she receives the minutes from today's meeting.

## **Chapter President Reports**

*Worcester*

The provost will resign effective June 2014.

A call has been put out for members to serve on a committee to look into internships. Chapter President Bullens requested information from other chapter presidents regarding the management of internships. Discussion followed.

#### *Westfield*

President Dobelle retired with a pension of \$95,000. The campus is still adjusting to the change in administrators. Liz Preston is currently the Interim President. The Dean of Undergraduate Studies is the acting Vice President. Milton Santiago, Vice President of Administration and Finance resigned.

#### *Salem*

There is poor communication on campus.

Due to changes in the core curriculum, many adjunct faculty members will not be rehired.

The School of Business was denied AACSB accreditation.

The university's administration was surprised at the results of a *Chronicle of Higher Education Great Colleges to Work At* survey. The president has set up focus groups to find out why employees are not positive about the work environment at Salem State.

#### *MCLA*

The budget has been cut 5%. There are 75 fewer undergraduate students enrolled at MCLA this year. There will be a forum held with President Mary Grant this coming week. Chapter President Rapp requested information from other chapter presidents regarding stipends for developing online courses. Discussion followed.

#### *MassArt*

It has been noted that at MassArt a number of people take sabbaticals and then retire immediately upon return. Discussion followed.

The institution would like to hire faculty members to teach specifically in the graduate programs. Discussion followed.

#### *Framingham*

Chapter President Donohue is on the presidential search committee. The search is underway with one candidate visiting campus last week and two more visiting campus this coming week. It is assumed that the new president will restructure Academic Affairs to include Deans.

The university is trying to hire tenure-track faculty to teach only DGCE that included non-unit work.

*Fitchburg*

President Antonucci mentioned there might be a PHENOM meeting on campus in the near future.

There are two active grievances on the issue of deans. One is regarding the reorganization of the dean structure and the fact that this did not go through governance. The second involves deans in the evaluation process beyond what is allowed in the contract. Discussion followed.

*Bridgewater*

The provost is retiring at the end of the 2014-2015 academic year.

Academic Computing is moving from IT to Academic Affairs.

The meeting adjourned at 1:15 pm.

Respectfully submitted,  
Nancy George  
MSCA Secretary