

**MSCA Board of Directors Meeting  
Minutes of the Regular Meeting  
October 3, 2014  
Massachusetts College of Liberal Arts**

**Present:**

Berg, Brennan, Bullens, Colligan, Donohue, Eve, George, Hennessy, Matchak, Morales-Diaz, O'Donnell, Resnik, Rutter, Stonehouse, Washington

**Guests:**

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 September 5, 2014 meeting. The motion passed.

**Visiting Speakers' Time**

There were no visiting speakers.

**MSCA Officers' Reports**

*President – C.J. O'Donnell*

*2014-2016 Committee Appointments:*

Under the MSCA Constitution committees are created on October 1st of even numbered years. President O'Donnell distributed a grid of the names of members appointed to committees by the MSCA Board of Directors at the September 5th meeting and nominations that he placed before the Board today. Chapter presidents added additional nomination. President O'Donnell reported that although he has the authority to make committee appointments between Board meetings he will not make any such interim appointments between this meeting and the elections for committee chairs and vice chairs as that may effect the elections and President O'Donnell does not wish to affect those elections in this way. If chapter presidents have recommendations they should be made today so the Board can vote on them.

It was moved and seconded to approve the following 2014-2016 MSCA committee nominations:

*AA/EO/DIV*

Keith Washington (MassArt)

Enrique Morales-Diaz (Westfield)

*Credentials*

Jean Stonehouse (Bridgewater)

*Day Bargaining*

Jean Stonehouse (Bridgewater)  
Virginia Rutter (Framingham)  
Nita Sturiale (MassArt)  
Margot Hennessy (Westfield)  
Don Bullens (Worcester)

*Day Bargaining Alternate*

Robert Donohue (Framingham)  
Rachel Resnik (MassArt)  
Enrique Morales-Diaz (Westfield)  
Jackie Brennan (Worcester)

*DGCE Bargaining*

Jean Stonehouse (Bridgewater)  
Diane Caggiano (Fitchburg)  
Virginia Rutter (Framingham)  
Ben Ryterband (MassArt)  
Margot Hennessy (Westfield)  
Don Bullens (Worcester)

*DGCE Bargaining Alternate*

Joe McAloon (Fitchburg)  
Robert Donohue (Framingham)  
Rachel Resnik (Mass Art)  
Enrique Morales-Diaz (Westfield)  
Julie Frechette (Worcester)

*Elections*

Sarah Mabrouk (Framingham)  
Deb Foss (MCLA)  
Hemant Pendharkar (Worcester)

*Grievance*

Sandy Faiman-Silva (Bridgewater)  
Robert Donohue (Framingham)  
David Nolta (Mass Art)  
Frances Jones-Sneed (MCLA)  
Gregg Neikirk (Westfield)

*Legislation*

Nancy Cusack (MassArt)  
Ken Haar (Westfield)  
Julie Frechette (Worcester)

*Librarians*

Millie Gonzalez (Framingham)  
Caitlin Pereira (Mass Art)

Linda Kaufman (MCLA)  
Bill Shakalis (Worcester)

The motion passed.

President O'Donnell reminded the Board that it approved the chair/vice chair election procedure last month. Votes will be by email, fax or showing up in person at Framingham State University at the appropriate 10-minute time period.

*Update on MTA Consultant:*

A K-12 Field Representative is joining the Higher Ed Division as a transfer. Her background prior to MTA was in Higher Ed in Wisconsin. She has been interested in transferring for some time but only joined MTA a short time ago and staff cannot transfer until they complete their probationary period. She completed her probation and became a permanent employee in September. She is in the process of informing her K-12 locals that she will be transferring so her name is not being released at this time, but she will likely be attending the Higher Education Leadership Council meeting on October 10th.

Director Hansen reports that there are two very strong candidates for the second position and a third candidate will be interviewed on Monday. In the event this candidate's interview goes well, a Personnel Selection Team will interview the three candidates on October 15th and the MTA Executive Committee could ratify the hiring at the MTA Board meeting October 17th and 18th. Director Hansen has not determined who MSCA would be assigned yet. Before making a determination Director Hansen will likely try and arrange a meeting between the candidate and the MSCA and MCCC presidents.

*Contract Funding Update:*

MTA President Barbara Madeloni, MTA Vice President Janet Anderson, MTA Executive Director Ann Clarke, MTA Director of Governmental Relations Jo Blum and MTA Director of Higher Ed Joey Hansen met with representatives of the Patrick administration yesterday for an update on the status of the funding of the higher ed contracts. There is a discrepancy between what the DHE has computed as the cost for the state university contracts and the collective bargaining reserve in the FY 2015 budget. This happens with every contract. The same is expected of the UMass contracts, although only one unit has settled to date.

We anticipate that this will be resolved soon and that a supplemental budget will be filed some time thereafter to make up for any discrepancy. President O'Donnell believes that the Patrick administration is committed to funding the contracts. Early next week he will prepare a funding update for the membership.

*Change in Certified Bargaining Agent:*

The MSCA Board has had discussions in the past regarding our affiliation with MTA, particularly when MTA supported the governor's health insurance bill, H 59. However, the affiliation is not really an affiliation; MTA is the certified bargaining agent for our two units.

It was moved and seconded that:

The MSCA Board of Directors authorizes the MSCA statewide officers to ask MTA to:

1. explore with MSCA how to establish MSCA as the MTA-affiliated certified bargaining agent for the state university day (faculty and librarian) and DGCE (faculty) units,
2. identify how this would be accomplished without jeopardizing the MSCA collective bargaining agreements or the rights of MSCA unit members, and
3. if the latter can be achieved and is approved by the MSCA Board, assist MSCA in pursuing this change.

The motion passed.

*MSCA Vice President:*

The MSCA Vice President office was vacated on September 28th due to the resignation of Amy Everitt who has taken a leave from her faculty position to serve as an Assistant Provost at Salem State. Article VI, Section 4 of the MSCA Constitution states:

**Vacancies and Recall.** A vacancy occurring in any Office by reason of resignation, disability or death, shall be filled for the unexpired portion of the term within one calendar month of notice of such vacancy. Unless the Delegate Assembly shall be convened within the said calendar month, the Board of Directors shall fill the vacancy....

President O'Donnell is not aware of the MSCA Board ever having to act on this provision so President O'Donnell was not aware of any past practices. The Board must appoint a Vice President.

President O'Donnell opened the floor for nominations.

Robert Donohue, Framingham Chapter President, was nominated on the floor.

An election was held by secret ballot. Robert Donohue was the only member to receive votes, 14, and was elected MSCA Vice President.

*Vice President –Robert Donohue*

Newly elected Robert Donohue thanked the Board for their support.

*Treasurer – Glenn Pavlicek*

In Treasurer Pavlicek's absence, President O'Donnell presented the Treasurer's Report.

President O'Donnell distributed the following documents:

*MSCA Whistleblower Policy*  
*Conflict of Interest Policy for MSCA Officials with signature sheet*  
*MSCA Financial Statement*  
*990 Tax Filing for 2013*

*September Monthly Expenses*

The Conflict of Interest sign off sheets were distributed, signatures gathered, and signed forms collected by Vice President Donohue.

President O'Donnell also distributed information on Google Apps for Work. President O'Donnell would like the Board to consider, at a future meeting, approving Google Apps for email, online document storage, video conferencing and other business applications Board members. Discussion followed.

*Secretary – Nancy George*

Secretary George provided members with a brief update on the MSCA web page upgrade. Web designer, Derek Barr of Barr Media, has been hired to do the web page overhaul. He is using WordPress as the content management system. Chapters will have the ability to create chapter pages themselves using a template created by Mr. Barr.

It was requested that chapter presidents provide Secretary George with photographs that may be used on the new web page. Secretary George will obtain photos taken by the MTA.

There was some discussion regarding the inclusion of social media and WordPress's discussion/blogging options, but it was recommended that the new web page get up and running before considering a move in this direction.

**MSCA Committee Reports**

*Day Bargaining – President O'Donnell*

President O'Donnell reported that the day collective bargaining agreement was ratified on September 24th by a vote of 683 in favor, 14 against. The contract orientation will be held on October 22 in the Forum at Framingham State University. The MSCA will invite the chapter presidents, grievance officers, and allow the chapter president to invite a third member if he/she chooses. Management will have about three people per university as well.

*DGCE Bargaining – Bob Whalen*

*DGCE Proposal*

The draft initial proposal put together by the team was presented. The Board added one additional proposal and then approved the initial proposal as amended.

*Grievance – Sandra Faiman-Silva*

Not present.

**MTA Reports:**

*MTA – Bob Whalen*

Consultant Whalen distributed the following document: *Employee Notice – An Act Relative to Domestic Violence*. Discussion followed.

Consultant Whalen noted that he will be working 10 four-hour phone banks for the upcoming November election. He invited all interested Board members to assist him with MTA phone banks.

*Health and Welfare Trust – Nancy George*

Trustee George presented Board members with a brief report.

The Trust was hit with IRS filing penalties (2010 filings) due to issues relating to same sex marriage laws. The Trust paid the penalties, which were around \$1000, and will hire the Trust's accountant to get this money back from the IRS. The Trust assumes that the IRS will also be hit with erroneous filing penalties for 2011 and 2012.

The DHE continues to be delinquent and slow regarding payments to the Trust. The DHE blamed Administration & Finance for the delays. This has resulted in cash flow issues and difficulties paying MetLife in a timely fashion over the summer

President O'Donnell requested that Trustee George notify him ASAP should the DHE be delinquent in payments in the future so a consolidated grievance can be filed.

*MTA Board of Directors- C.J. O'Donnell*

The next MTA Board meeting will be October 17-18. President O'Donnell will report on that meeting at the November Board meeting.

**Chapter President Reports**

*Worcester*

The interim provost formerly held the position of provost at Worcester State University a few years ago. The provost has implemented problematic policies such as prohibiting faculty on sabbatical from teaching in DGCE, and departments have been told that when they nominate a chair the name is to be forwarded to the dean, who will forward it to the provost for a decision. This is not the process described in the contract.

There was a sexual assault issue on campus.

*Westfield*

The presidential search may be delayed.

The campus is still dealing with a number of issues as a result of former President Dobbelle's resignation.

There are problems with the delegation of evaluations to deans. The Vice President has delegated evaluations to three deans, but the chapter does not believe these administrators meet

the definition of academic administrator, particularly, the Dean of Faculty and the Dean of Information Services. A chapter grievance has been filed.

The Westfield Chapter President stated that the Freedom of Information Act has been used by the media to gain information on faculty and union leaders. Discussion followed.

Consultant Whalen stated that MTA's Ira Fader presents workshops on email, social media, and privacy that many find very useful and informative.

### *Salem*

Former Chapter President and MSCA Vice President Amy Everitt is now the Assistant Provost.

There are searches open for the Dean of the School of Graduate Studies and the Dean of the College of Arts and Sciences. The former Dean of the College of Arts and Sciences was on paid administrative leave last year, and is currently on sabbatical this semester.

A Vice President of Finance and Vice President of Administration have been hired recently. The new Vice President of Administration is former State Representative John Keenan.

Salem Chapter Grievance Officer Anne-Marie Hakstian had a baby girl two weeks ago.

### *MMA*

Not present.

### *MCLA*

A presidential search committee has been formed. Three faculty members are on it.

There has been a shifting of administrative duties (including evaluations) due to President Grant leaving.

### *MassArt*

It has been quiet at MassArt recently.

Chapter President Resnik had a question regarding faculty right of return for two faculty members who were formerly deans. Discussion followed.

### *Framingham*

The faculty and librarians are happy with new President Javier Cevallos.

The campus is in the beginning stages of searching for an Officer of Diversity and Inclusion. This administrator would report directly to the president.

*Fitchburg*

Fitchburg is moving towards electronic personnel files. Discussion followed.

*Bridgewater*

President Mohler-Faria would like to create an Institute for Cape Verde Studies. Included in his staffing plans is a full-time faculty position. The faculty member (discussions of the position have ranged from rotating it among faculty members to a full-time temporary position to a Post-doc) who would have responsibilities including researching, teaching, and editing a journal.

Chapter President Stonehouse had questions regarding the process of evaluating a provost for tenure. It was noted that if deans evaluate the provost, there may be a conflict of interest issues.

The university failed to disclose two recent sexual assaults on campus. The faculty and students are very upset regarding this lack of disclosure.

There are problems with the DHE's recently formed *Transfer Pathways*. They were created for six disciplines. Each faculty member appointed by each chapter and working on these groups will receive a \$1,000 stipend. It was noted that this is a Vision Project initiative and was surmised that eventually administration may take over Transfer Pathways entirely.

Part-time faculty would like a summary of the benefits in the new contract.

There is an administrative shuffle going on at Bridgewater which may result in salary increases for those administrators included in the shuffle.

The chapter's administrative assistant is leaving. Melissa Beatty's mother has been hired to replace the administrative assistant.

The meeting adjourned at 1:35 pm

Respectfully submitted,  
Nancy George  
MSCA Secretary