

**MSCA Board of Directors Meeting  
Minutes of the Regular Meeting  
February 6, 2015  
Framingham State University**

**Present:**

Berg, Bullens, Donohue, Eve, George, Hennessy, Matchak, McAloon, Morales-Diaz, O'Donnell, Payne, Rutter

**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.

It was moved and seconded to amend the orders of the day to include under New Business:

*Student teacher supervision; Rescheduling classes due to snow days; Committees on Tenure and Promotion*

The motion passed.

The original motion passed as amended.

It was moved and seconded to approve the minutes of the December 5, 2014, meeting.  
The motion passed.

**MSCA Officers' Reports**

*President – C.J. O'Donnell*

*Salary and Stipend Increases*

President O'Donnell reported that the July 1, 2014 and January 1, 2015 1.75% increases for full-time members have been implemented. He has sent an information request to management to find out if the increases for part-time faculty for the Fall 2014 and Spring 2015 semesters have been implemented.

The July 1, 2014 formulary increases were not implemented at the last minute when data errors from the universities started to be reported. President O'Donnell will be working with the DHE this month to get correct data and then have the DHE sign-off on those increases and implement them as soon as possible.

*MSCA-DHE Proposal on Health Insurance Trust Fund*

The state university presidents submitted the legislation proposal negotiated in the day contract and that is a tentative agreement at the DGCE table. The legislation is currently House Docket 1516 and will be assigned a bill number when the bill is assignment to a committee.

*New Website*

President O'Donnell will be reviewing the mock-up and hopes to have the new site live very soon, maybe this week.

*Hiring Freeze*

President O'Donnell has been told that Governor Baker's hiring freeze does not apply to the state universities, but the presidents may curtail hiring in anticipation of possible 9C cuts.

*New MTA Consultant*

President O'Donnell reported that a few days before the new MTA consultant for the MSCA day unit was to start he was contacted by MTA Executive Director Ann Clarke and told that MTA had received a letter from the new hire and that he could not take the position for probably six months. The decision was made to re-advertise the position and, with President O'Donnell's input, the decision was made to keep the status quo with Bob Whalen handling both contracts. President O'Donnell has inquired about the status of the position yesterday but have not heard back.

*Vice President – Robert Donohue*

*Commissioner of Higher Education Search Committee*

Vice President Donohue attended the Commissioner of Higher Ed Search Committee meeting. He noted that former MTA President Paul Toner was present, that most present were very supportive of the Vision Project, and that there is a large contrast between the desires of the private and public higher education institutions. It is unclear at this time if Governor Baker will change the composition of the committee.

*English Language Learner Instructors*

Vice President Donohue brought up the plight of ELL instructors and pointed out that they are currently not in the MSCA bargaining unit (or any other unit). The work that they do is non-credit work. The MTA could look into organizing them as a separate group.

*Google Apps for Work*

Vice President Donohue made a brief presentation of the product, Google Apps.

It was moved and seconded to get a 30 day trial to Google Apps. The motion passed.

*Treasurer – Glenn Pavlicek*

Due to the absence of Treasurer Pavlicek, President O'Donnell distributed the *Monthly Expense Report*.

*Secretary – Nancy George*

The NEA-RA nomination form will be posted on the web page in the near future. Secretary George encouraged Board members to nominate themselves to attend the NEA-RA, which will be held in Orlando, Florida, this June/July. The MSCA has 18 delegate positions to the NEA-RA.

President O'Donnell reported that he had sent an email to the chapter presidents asking them to forward the notice to their members.

**MSCA Committee Reports**

*Day Bargaining – Jen Berg*

Chair Berg provided Board members with a brief report. Editing changes are still being made; as soon as the changes are finished the agreement will be posted on the web page.

*DGCE Bargaining – Don Bullens*

It was moved and seconded to go into executive session. The motion passed.

It was moved and seconded to come out of executive session. The motion passed.

*Grievance – Hemant Pendharkar*

Chair Pendharkar provided Board members with a brief report. Board members and President O'Donnell thanked the chair for his report as well as his work as chair of the Grievance Committee.

**MTA Reports:**

*MTA – Bob Whalen*

The first four day grievance cases for arbitration using the American Arbitration Association have been filed. Although we are still working with the same group of mediators, having additional arbitrators through AAA is seen as a positive change.

Our relationship with MTA as the certified bargaining agent remains. MTA is researching how the MSCA could become the certified bargaining agent.

Consultant Whalen led a brief discussion regarding MSCA members' responsibilities regarding Title IX. The new State University Equal Employment Opportunity policy will

be in place by March 15, 2015; each campus should have had employee training before that date. Discussion followed.

All faculty and librarians are required to complete the state ethics training.

*Health and Welfare Trust – Nancy George*

Trustee George presented Board members with a brief report.

An ad-hoc financial committee of the trust has been formed. Nancy George is a member of the committee. The committee will recommend to the Trust that a bookkeeper be hired, preferably the same person who keeps the books for the non-unit dental trust; that a meeting be held with campus CFO's for advice on non-state benefited employees and timely payments to the Trust; and that a change of financial institutions, possibly the First Trade Union Bank, be made. It is assumed that the future, daily duties of the Trust treasurer will be reduced to those which are typical of most non-profit treasurers, and that a permanent financial committee will be formed to assist the treasurer as well.

It is to be noted that members of the ad-hoc committee spoke very highly of former Trustee, MSCA Treasurer Glenn Pavlicek, and his many contributions to the Health and Welfare Trust.

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

The last meeting was held on January 23, 2015. The proposed budget recommends a dues increase of \$5.00. The vote on this was contentious, with many members voting against the dues increase. Director O'Donnell voted against the dues increase. Efforts were also made to reduce the amount of the Public Relations and Organizing additional assessment.

Many MTA staff members have retired recently, including Governmental Services Director Jo Blum, and the Higher Education Director position is vacant to the departure of Joey Hansen.

**Chapter President Reports**

*Bridgewater*

There are a number of new administrators on campus including a new provost. The new president Fred Clark will take office after the end of the academic year. In addition, a search is underway for a new dean of continuing education.

The new provost, Barbara Feldman, is having conversations with department chairs regarding chairs having more input on sabbatical proposals. In addition, she is limiting faculty to six APR's per semester, emphasizing the important of faculty research, and would like Bridgewater to partner with Cengage to provide online learning to students. Other upper level administrators are having campus conversations regarding the Academic Integrity Policy and DGCE evaluation process.

*Fitchburg*

Dr. Richard Lapidus has been named the new president of Fitchburg State University.

A new state police training program has been approved. There may be an issue with some of the training being required to be conducted by someone with certifications that current faculty do not possess. The training is a “four plus one” program.

The chapter president raised the issue of faculty on leave, particularly sabbatical leave, not being allowed to vote for department chair. Discussion followed.

*Framingham*

The Framingham chapter executive board encouraged chairs to submit schedules that conform to the 15% rule. An administration suggested that the 15% rule be disregarded.

An email about the evaluation of APA and non-unit administrators was sent. It is not clear if the email was sent in error.

Chapter elections are coming up. A social event has been planned for March 2, 2015, to celebrate the service of everyone who has served on a committee.

It was hoped that someone from the MTA could come on campus to speak about the ORP retirement issue. Joey Hansen was scheduled to do this, but he is no longer with the MTA.

*MCLA*

The presidential search is underway. There are open faculty sessions with the three candidates who have been invited on campus.

*MMA*

Not present.

*Salem*

Salem is about to begin searches for the Arts and Sciences and School of Business deans.

Parking is a huge problem on campus.

The chapter is hoping to staff committees this coming Monday.

*Westfield*

The presidential search is about to begin. A search firm has been hired.

There have been a number of problems with departments including the abrupt departure of a department chair.

The aviation program has been suspended.

There was a position posting for a Physician Assistant Program Director even though the program does not exist.

*Worcester*

The provost search is underway. Three candidates will be meeting with the faculty on campus.

Faculty have been told they are not allowed to give incompletes to students.

**New Business**

*Student teacher supervision*

In the interest of time, this will be discussed at the next Board meeting.

*Snow Days*

At Framingham, the administration is considering changing the academic calendar to make up for the loss of several Mondays due to snow days. This may be proposed through governance.

*Committees on Tenure and Promotion*

The issue of creating handbooks for faculty on these committees was discussed, as well as creating a handbook for members going up for personnel actions. Discussion followed. Board members felt such handbooks would be useful.

The meeting adjourned at 2:19 pm.

Respectfully submitted,

Nancy George  
MSCA Secretary