

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
October 7, 2016
Bridgewater State University**

Present: Berg, Bullens, Colligan, Dodge, Donohue, George, Gubbins, Hegbloom, Hennessy, Mason, O'Donnell, Pavlicek Ramsden, Rutter

Guests: Joanna Gonsalves (Salem), Hemant Pendharkar (Worcester)

Approval of the Orders of the Day:

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 allow for the Treasurer's Report to be before the President's Report in the agenda. The motion passed.

The original motion passed as amended.

Approval of the Minutes:

It was moved and seconded to approve the minutes of the September 9, 2016, meeting.

The motion passed.

MSCA Officer's Reports

Treasurer's Report

The Treasurer reported that the MSCA again had a clean audit. Copies of the audit and IRS 990 forms were distributed to chapter presidents to be kept in chapter offices.

The MSCA's reserve fund is healthy. Treasurer Pavlicek stated his pleasure at the MSCA having a finance committee to make recommendations regarding investment strategy.

The monthly expenses report was distributed and reviewed. Discussion followed.

The Treasurer's office is in the process of upgrading the membership database software. Based on recent changes to the MTA's dues structure hand corrections are being made to bills for those teaching five or six credits.

The MTA reimbursement for the first quarter was submitted.

There was a general discussion regarding agency fees and the non-chargeable expenses.

President's Report – CJ O'Donnell

President O'Donnell distributed committee nominations as received from chapter presidents.

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

AA/EO/DIV

Joseph Ebiware (MCLA)

DGCE Bargaining

Jim Quinn (Bridewater)

Elections

Deb Foss (MCLA)

Librarians

Sue Meunier (Framingham)

Caitlin Pereira (Mass Art)

Pam Contakos (MCLA)

Susan Edwards (Salem)

The motion passed.

Committee Chair Elections

It was moved and seconded to approve the Proposed Calendar and Procedure for Election of MSCA Committee Chairpersons for the 2016-2018 Term as distributed.

It was moved and seconded to amend the Proposed Calendar and Procedure for Election of MSCA Committee Chairpersons for the 2016-2018 Term with the following changes (new language in **BOLD**):

The Day Bargaining Committee will be convened at a time to be scheduled by the MSCA President and will conduct an in-person election with absentee balloting allowed.

The motion passed.

The original motion passed as amended.

Graduate (DGCE) Chairs and Coordinators

Salem is reporting that some day faculty are being granted release time to serve as a graduate or DGCE chair or coordinator. These positions are non-unit, managerial positions and day faculty cannot receive release time to perform those duties. President O'Donnell polled the other chapters in order to file a consolidated grievance over the matter.

Five-Year Change in Admission Standards Pilot Program

MassArt has started a five-year pilot program changing their admission standards to not use standardized tests in their criteria. Chapter presidents were polled to see if other universities had similar pilot programs in place and to see if they went through governance.

MSCA Board Minutes

October 7, 2016

Change in 403(b) Vendors

Salem Chapter President, Jim Gubbins, reported that the BHE has gone from nine 403(b) vendors to three. If members are being charged fees to transfer, please let President O'Donnell know.

University-Wide Advisory Committees

There have been issues with nominations for a two search committees at Westfield State University. A discussion of the process followed.

MGL Chapter 29, Section 9C Cuts

In response to a question from Secretary George, President O'Donnell said that it is likely that such cuts will be implemented by the governor, but that absent action by the legislature, the governor cannot reduce the universities general appropriations.

Vice President – Robert Donohue

Vice President Donohue continues to maintain the MSCA web page and noted there are a number of updates that need to be made.

The Vice President recently participated in a conference call with the MTA on Wednesday about Question 2. The MTA would like higher ed members to be more active in phone banks and canvassing.

The Vice President reported that at least one president has raised the issue of “one university,” referring to the combining of the day and DGCE units. Discussion followed.

Secretary – Nancy George

No report.

MSCA Committee Reports:

Librarians Committee – George (former chair)

Former Chair George noted that the Librarians Committee met the last week in September and during the meeting voted to request the MSCA negotiate a memorandum of agreement with the BHE regarding “banked time.”

Grievance – Pendharkar (former chair)

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.

Former Chair Pendharkar provided Board members with a brief report in executive session.

MTA Reports:

MSCA Board Minutes
October 7, 2016
DGCE – Ted Lewis

In the absence of Consultant Ted Lewis, President O'Donnell reminded Board members about the work for ongoing work on the No on Question 2 campaign.

President O'Donnell also reviewed the ongoing situation at Fitchburg regarding the university's interest in entering an agreement with Academic Partnerships. Discussion followed.

Day – Roberta James
Not present.

Health & Welfare Trust – Nancy George

The Health and Welfare Trust met in September. The Trust continues to work towards electronic payments of the large MetLife bill. It was noted that the Trust has received no payments since the beginning of the fiscal year and that Trustee Mike Murray, of the BHE, will be requesting information on when the payments are expected. Trustee George stated the need for the Trust to have six months of funds in reserve, but that currently only three months of funds are available. The Trust is attempting to build its reserve funds with a new investment strategy.

Board of Directors – CJ O'Donnell

The Board of Directors last met in August and will be meeting October 21-22.

Board of Directors – Keith Washington
Not present.

Chapter President Reports:

Worcester

There is a search for a Dean of the School of Humanities and Social Sciences.

Consultant Ted Lewis attended a recent chapter meeting and gave the membership an overview of the Question 2. It was noted that Consultant Lewis did a great job.

The university administration is limiting adjunct faculty to 10 total credits (day and evening combined).

The Worcester chapter president requested a poling of whether MSCA members are being required to use SSTA. Only Salem reported that they are being required to use the system to approve student worker hours.

Westfield

There has been five chapter grievances in the past six weeks. The new university president is learning how to work with unionized employees and is proving difficult to deal with.

There have been changes in student advising this past semester.

The university is attempting to schedule a common meeting time for campus activities and meetings. The chapter president asked that the other chapters be polled as to whether they had open periods.

The Academic Planning Committee has been formed. They have been charged with looking at academic affairs' vision as well as a potential reorganization.

An investiture ceremony will be held next week for the new university president.

Salem

The administration has increased course caps and minimums without consulting department chairs.

Evening programs have been eliminated without the consultation with or notice to faculty or department chairs.

Consultant James will be coming to Salem to talk about Question 2 in the near future.

Parking continues to be an issue.

MMA

Not present.

MCLA

There has been a few cases of faculty absenteeism.

One of the College's vice presidents was recently dismissed. MCLA's Executive Vice President has had a great deal of responsibility placed under her control.

MassArt

Chapter President Mason inquired about the status of old PTR cases. President O'Donnell stated that he sent documents to the chapter president that morning and that the next step is to put together a position and approach the administration.

Framingham

MSCA members are repeatedly being asked to donate to the campus fund raising campaign.

Two faculty members up for tenure last year and who did not satisfy the time requirement to be granted tenure with promotion received tenure with promotion.

Information was requested by the chapter leadership regarding policies on public intellectual work.

Fitchburg

The university foundation purchased a block of buildings in downtown Fitchburg. The buildings, including a theatre and a maker-space, will need renovation. There is concern that the university's debt load is too high to pursue the project.

The university will be holding an inauguration of its new president in October.

Bridgewater

There has been issues of faculty fighting among themselves in a few departments.

The EEO office has become a place where faculty are levying accusations against each. President O'Donnell recommended that Consultant James be contacted for assistance with day members and Consultant Lewis be contacted for assistance with DGCE faculty.

Old Business

Gender Pay Equity Study

Nothing new to report.

Stonehouse Scholarship Fund

It was noted that it would be easier (for a number of reasons) to have this scholarship funded by MSCA member donations rather than out of the MSCA reserve fund.

The meeting adjourned at 2:45 pm.

Respectfully submitted,

Nancy George
MSCA Secretary