

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
November 4, 2016
MTA Auburn**

Present: Berg, Bullens, Chenault, Colligan, Donohue, George, Gonsalves (for Gubbins), Hegbloom, Hennessy, Mason, McAloon, O'Donnell, Ramsden, Rozovsky, Rutter

Guests: Roberta James (MTA), Ted Lewis (MTA), Hemant Pendharkar (Worcester), William Shakalis (Worcester)

The meeting was called to order by President O'Donnell at 10:15 a.m.

Approval of the Orders of the Day:

It was moved and seconded to approve the orders of the day.

The motion passed.

Approval of the Minutes:

It was moved and seconded to approve the minutes of the October 7, 2016, meeting.

The motion passed.

MSCA Officer's Reports:

President's Report – O'Donnell

President O'Donnell reported on the MTA's recommended candidates for the election next week and noted some races in which no candidate was recommended. President O'Donnell believes that MTA's non-recommendations were all tied to either the candidate not signing on to the Save Our Public Schools campaign or accepting money from the Democrats for Education Reform.

It was moved and seconded to enter executive session to discuss the MSCA's relationship with MTA. The motion passed.

It was moved and seconded to rise from executive session. The motion passed.

President O'Donnell also reported that he had spent two afternoons holding "No on 2" signs with members of the Barnstable Education Association and retirees at the airport rotary in Hyannis, which received overwhelmingly positive responses from commuters.

In response to a question from the Chapter President Mason, the Board reviewed reported about initial interviews for faculty searches as MassArt is now requiring that the initial interview only be held by Skype. Discussion followed.

Vice President's Report - Donohue

Vice President Donohue reported that it tried to attend a phone banking in Framingham but that the event time had changed without notice and no one was there when he attended.

Vice President Donohue reported that he had recently updated the MSCA website.

He reported that a member had part-time member had recently been in touch with regarding the questions that the Department of Unemployment Assistance ask regarding teachers leaving the impression that higher education faculty are treated as K-12 teachers.

Secretary – George

No report.

Treasurer's Report – Pavlicek

Not present.

MSCA Committee Reports:

Bargaining – Everitt

The committee hopes to have the pre-bargaining survey finalized this afternoon and that it will be up and running through Thanksgiving. An initial proposal will be completed for Board approval by the December meeting or a special meeting will need to be called.

Grievance – Pendharkar

Chair Pendharkar provided Board members with a brief report of recent and upcoming mediations and arbitrations. President O'Donnell reported that he had filed a consolidated grievance regarding the designation of MSCA librarians as "essential personnel" for emergency closures. Discussion followed.

Librarians Committee – Shakalis

Chair Shakalis raised four issues:

1. The concerns around the administrations notification that the state university libraries will be open between Christmas and New Years and the status of librarians "banked time."
2. The committee submitted suggestions on the pre-bargaining survey.
3. The committee is working on recommendations on bargaining proposals for the Bargaining Committee to consider.

4. The designation of librarians as essential employees at Fitchburg, MCLA, Salem, Westfield and Worcester.

Discussion on the four items followed.

MTA Reports:

DGCE – Lewis

Consultant Lewis updated the Board on the status of conversations with the Fitchburg administration and their interest in employing Academic Partnerships to market three online graduate programs.

Director Rutter volunteered to work on a fact sheet on this issue which will be ready for the December Board meeting.

Day – Roberta James

Consultant James reminded everyone to vote on Tuesday and, in particular, to vote NO on Question 2.

Health & Welfare Trust – Nancy George

Trustee George attended the Health & Welfare Trust meeting immediately preceding the MSCA Board meeting. She reported that the Trust is running very smoothly given recent changes. She reviewed a number of improvements to the Trust including: a new fund administrator, an accountant hired to manage the day-to-day finances, and a new investment strategy. State payments have begun arriving allowing the Trust to pay for its monthly expenses.

Board of Directors – CJ O'Donnell

The Board met last Friday and Saturday. The Board spent a portion of the meeting discussing Vote No on Question 2 and two hours of phone banking.

The MTA took a vote of no confidence in Secretary of Education, Jim Peysner.

In addition, the Board voted to maintain the current level of the MTA President's and MTA Vice President's salaries at three times and two-and-a-half times the average teacher's salary, respectively. These salaries will increase by 0.5% if the current salaries fall below the multiples.

Chapter President Reports:

Bridgewater – Hegbloom

A core curriculum review is underway. Three models are being suggested by the administration, none of which the faculty like.

The university is piloting SAT optional admissions for undergraduate applicants. There are concerns among the faculty.

Fitchburg – McAloon

The Executive Committee believes university administration is trying to wear down the faculty and librarians by forming excess numbers of committees.

It was noted that when courses that have gone through governance included caps, so the chapter will argue that changing the caps will also need to go through governance.

Framingham – Donohue

There is an upcoming organization event being held on campus that will recognize and congratulate all faculty and librarians who recently received tenure or promotion. At the event, attendees will be encouraged to Vote NO on Question 2.

Chapter President Donohue recently met with department chairs to speak with them about the overabundance of campus committees. Strategies were discussed to combat this work overload. If anything new is put forth to faculty by the administration, the administration will be asked what will be taken away.

Chapter President Donohue thanked Grievance Chair Pendharkar and Consultant James for their help on a recent mediation.

At a recent strategic planning meeting, faculty and librarians were told to create a plan that would take into account zero funding in the future.

Administration told faculty that in order to keep enrollment numbers up, more students with academic challenges would be admitted to the university.

MassArt – Mason

Chapter President Mason informed the college administration of the parameters for forming governance committees.

The university will have test-free admission. This will go through governance before it becomes an official policy.

MCLA – Ramsden

A core curriculum review is underway and will take up to two years to complete.

The college president staffed some committees without going through the chapter president. He is now receiving guidance from Chapter President Ramsden on how governance committees are formed.

Chapter President Ramsden requested assistance on creating a course schedule that would incorporate an hour of community time in the schedule. Discussion followed.

Mass Maritime – Craghead
Not present.

Salem

There are several issues and problems occurring on campus that are being dealt with by the chapter leadership and executive board. These include reductions of DGCE offerings, initiative fatigue and the student parking garage. In addition, the university is beginning work on a new strategic plan.

Westfield – Hennessy

Staffing of two search committees for administrative positions has been a problem. The president included members of the Board of Trustees on the committees. This is a violation of the CBA.

The university president has established timelines for replacing faculty positions that have created two year gaps between the vacancy occurring and a new faculty member is hired.

The university vice president announced that the 15% rule will go away in the next round of bargaining.

The Academic Planning Committee is working on a re-structuring plan for the university.

Worcester

The chapter has learned recently that some new courses have not gone through governance.

There are concerns regarding the three-credit reduction for the grievance officer..

The meeting adjourned at 2:10 pm.

Respectfully submitted,
Nancy George
MSCA Secretary