

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
March 3, 2017
Fitchburg State University**

Present: Berg, Birch, Bullens, Colligan, Craghead, Dodge, Donohue, George, Gubbins, Hegbloom, Hennessy, Mason, McAloon, Rutter

Guests: Amy Everitt (Salem), Roberta James (MTA), Hemant Pendharkar (Worcester), Keith Washington (MassArt)

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 February 3, 2017, meeting as modified. Listed below are the modifications (changes in **bold**):

MTA Board of Directors – Keith Washington

It was decided that Director Rutter and Chapter President Hennessy would work on revising the committee charge in the MSCA Constitution. **Robert Donohue has agreed to be the point person for this.**

Chapter Reports

Mass Art

No report.

MCLA

There have been a number of disagreements **between faculty and the administration.**

MMA

No report.

Worcester

At Worcester, there is neither a faculty coordinator or Program Area Chair. Discussion followed.

The motion passed.

President's Report – C.J. O'Donnell

Not present.

Vice President – Robert Donohue

The university payroll offices have inconsistent policies regarding faculty members' first pay day. This

influences the amount of pay faculty receive when they are promoted, retire, or have changes in pay. An information request will be made regarding how the universities start faculty on the payroll. Discussion followed.

During the discussion it became evident that there are other issues regarding payments to part-time faculty as well as faculty returning from leaves of absence.

Treasurer's Report – Glenn Pavlicek

In the absence of Treasurer Pavlicek, Vice President Donohue distributed and reviewed the monthly expenses.

It was moved and seconded to approve the Delegate Assembly Delegate Count 2017 as distributed. The motion passed.

Secretary's Report – Nancy George

Nominations for the 2017 NEA Representative Assembly, to be held in Boston, MA from June 30, 2017 through July 5, 2017, are now open.

Secretary George asks members to print, fill out and return the nomination form, which is available on the MSCA website, and return it to Secretary George by 5:00 p.m. on March 10, 2017.

The MSCA has 18 delegate seats this year. If more than 18 members self-nominate then a run-off election will be conducted by mail with ballots mailed out on March 20, 2017 to be returned by April 3, 2017.

MSCA Committee Reports:

Bargaining – Everitt

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.

It was moved and seconded to report out of executive session the overview of the MSCA Bargaining Committee Action Plan. The motion passed.

OVERVIEW OF MSCA BARGAINING COMMITTEE ACTION PLAN

1. Campus public relation committees will work to make the good work of MSCA faculty and librarians visible campus by campus.
2. Campus leadership – and anyone else who would like – will speak with Presidents and Provosts about the bargaining process and our goals.

3. If needed chapters, in collaboration with the MTA, will take opportunities to provide information about our union, our contract, the bargaining process, and our goals when there are campus community gatherings.
4. If bargaining reaches a stress point, MSCA and our colleagues in MTA will make use of traditional union actions including informational picketing of special events.

It was moved and seconded to have each campus identify two members to coordinate amongst themselves and with the bargaining team to implement the bargaining committee action plan. The motion passed.

It was moved and seconded to allow the MSCA's MTA Board members to communicate details of the MSCA Bargaining Committee Action Plan with select members of the MTA Board. The motion passed.

Librarians Committee – Shakalis

Although Chair Shakalis could not attend due to illness, he submitted a written report to the Secretary:

Worcester librarians (one tenured and five hired in 2016) are exploring the possibility of becoming a Library Program Area. The librarians met with the Chair of the Library Program Area at MassArt and found the meeting to be very informative. The librarians are arranging a meeting with the Chair of the Library Program Area at Salem State University.

These meetings give the librarians examples and information about what a Library Program Area is and how it can help the librarians and the library.

Grievance – Pendharkar

Chair Pendharkar provided Board members with a brief report on the status of arbitrations and mediations. Discussion followed.

MTA Reports:

DGCE Unit – Ted Lewis

Not present.

Day Unit – Roberta James

There have been changes in the delegate reporting forms. Consultant James urged chapter presidents to check their emails regarding this issue.

Health & Welfare Trust – Nancy George

Trustee George provided Board members with a brief report as well as an overview of the financial health of the Health and Welfare Trust. Discussion followed.

Board of Directors – Keith Washington

Trustee Washington provided Board members with a written report on the MTA Board's recent activities.

Board of Directors – CJ O'Donnell

Not present.

Chapter President Reports:

Worcester

At a recent chair's meeting the chapter president learned that some departments require part-time faculty to use standard syllabi and textbooks.

In response to the recent changes in U.S. immigration policies, the MSCA Worcester Chapter created a response statement. This statement was posted in a variety of places. The chapter is now forming a committee on the immigration policy.

Westfield

The name of the new provost was revealed this morning to the campus community.

Salem

No report.

MMA

The chapter president recently spoke at a faculty orientation and informed the faculty about bargaining.

MCLA

Communication between the faculty and the president is improving.

The college's administration is behind on submitting Appendix O's.

Some faculty members have yet to take the Title IX training.

MassArt

No report.

Framingham

The president of the university recently sent out a great letter about supporting immigrant students and the transgender community.

Fitchburg

The dean searches are continuing.

The university recently hired a senior marketing executive.

Bridgewater

The chapter president sought answers to a variety of questions from the other chapter presidents present. Discussion followed.

Old Business

AA/EO/DIV Committee – Virginia Rutter

Director Rutter distributed some notes and the bylaw language regarding the AA/EO/DIV Committee. Discussion followed. It was decided during discussion that the following action would be taken to activate the committee:

- Additional members for the committee will be nominated and voted on at the next Board meeting.
- The chair will be invited to the next Board meeting as part of a committee report.
- Westfield Chapter President Hennessey and the current chair of the committee will meet and compile a listing of activities the committee should consider taking on in the next few years.

Gender Equity Study – Virginia Rutter

The study is awaiting review by the Board.

It was stated that President O'Donnell has concerns about sharing the data with members without the Board voting to release the study and having an explanation of the methodology and the context of the study.

The meeting adjourned at 2:15 pm.

Respectfully submitted,

Nancy George
MSCA Secretary