

**MSCA Board of Directors Meeting  
Minutes of the Regular Meeting  
April 7, 2017  
MTA Auburn**

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

**Guests:** Erik Champy (MTA Vice President), Amy Everitt (Salem), Roberta James (MTA), Hemant Pendharkar (Worcester), William Shakalis (Worcester), Keith Washington (Mass Art)

**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 March 3, 2017, meeting as modified. Listed below is the modification (replacement language in **bold**):

*Old Business*

*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 motion passed.

*Visiting Speaker – Erik Champy (MTA Vice President)*

Following introductions, Erik Champy provided Board members with an overview of his activities as Vice President of the MTA. Discussion followed.

As a part of discussion, Board members suggested that the MTA website be updated and that higher education information be made more visible.

Vice President Champy stated he would be pleased to attend MSCA Board meetings if it is the desire of the Board.

**MSCA Officer Reports:**

*President's Report – C.J. O'Donnell*

(Presented by MSCA Vice President Robert Donohue in President O'Donnell's absence.)

It was moved and seconded that the MSCA Board of Directors authorize the following stipends and reimbursements for MSCA Delegates to the 2017 MTA Annual Meeting: a \$100 stipend for attendance at Friday's business session; a \$100 stipend for attendance at Saturday's business session; reimbursement for mileage, tolls, parking and a hotel room for Friday night only (at the conference rate). Reimbursement will not be given for meals. Attendance shall be monitored by the MSCA President or the MSCA President's designee. The motion passed.

It was moved and seconded that the MSCA Board of Directors authorize reimbursement for meals, transportation-related costs (limousine service is not authorized), hotel (up to the conference rate) up to \$1,750 for each of the duly elected MSCA delegates to the 2017 NEA-RA, contingent on proof of registration and voting receipts, and proof of attendance for at least 75% of the business sessions, with a cap of \$25,000. The motion passed.

*Vice President – Robert Donohue*

Vice President Donohue is working with the Westfield State University chapter on their webpage. He stated that if other chapters would like to have a webpage, to contact him for more information and assistance.

Vice President Donohue recently attended at meeting at the UMass University Club in Boston. The meeting was focused on a Board of Education initiative called, *Early College*. This would offer college-level courses to the general high school population (not just advanced placement students). The Board of Education stated that studies have shown that students who attend these classes tend to move on to a two- or four-year degree program at a public higher education institution within the state. Discussion followed. Much of the discussion focused on the Board members' concerns regarding contractual, money, and logistical issues.

On March 16, Vice President Donohue attended an MTA event focused on higher education and the "right to work" issue. In discussion, it was stated that the biggest challenge we will have will be in retaining part-time faculty as union members. This would be partly due to expensive dues charged by MTA and NEA. Membership engagement and retention strategies were discussed. MTA Vice President Champy stated that the MTA has money available for locals to use for organizing member events.

*Treasurer's Report – Glenn Pavlicek*

Not present.

Vice President Donohue stated that he will send President O'Donnell an email requesting an electronic copy of the FY18 Budget and Dues be sent to Board members for an electronic vote.

*Secretary's Report – Nancy George*

It was moved and seconded to approve the following nominations to the NEA-RA:

Don Bullens – Worcester  
Joseph Ebiware – MCLA  
Walter Harper - Bridgewater

Gina Lavellee<sup>1</sup> – Worcester  
Emanuel Nneji - Worcester  
C.J. O'Donnell – MMA  
Len Paolillo – Bridgewater  
Hemant Pendharkar – Worcester  
Graziana Ramsden – MCLA  
Forrest Rodgers – Salem  
Dan Shartin – Worcester

The motion passed.

It was moved and seconded to approve the following late nomination to the NEA-RA:

Peggy Dillon – Salem

The motion passed.

It was moved and seconded to approve the following nominations to the NEA-RA from the floor:

J.M. Bodi – Bridgewater  
Elaine Craghead – MMA  
Margo Hennessy – Westfield

The motion passed.

**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.

*Librarians Committee – Shakalis*

No report.

*Grievance – Pendharkar*

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

Due to President O'Donnell absence, the grievance training meeting to be held after the Board meeting was cancelled.

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<sup>1</sup> It was later determined that Gina Lavellee does not pay her NEA dues through the MSCA and, therefore, is ineligible to attend as an MSCA delegate.

**MTA Reports:**

*DGCE – Ted Lewis*

Not present.

*Day – Roberta James*

On April 28 there will be a bargaining summit for higher education.

An all-day, safe school summit will be held on May 6 at Grafton High School.

Consultant James recently met with the chair of the AA/EO/DIV Committee. The chair would like to have committee members from each campus and to begin holding committee meetings.

*Health & Welfare Trust – Nancy George*

Trustee George provided Board members with a brief report. Negotiations with MetLife will begin in the near future.

*Board of Directors – Keith Washington*

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

It was requested that the MTA Board's actions during the March 24-25 meeting be discussed as a new business item at the next MSCA Board meeting.

**Chapter President Reports:**

*Bridgewater*

Bridgewater administration is deep into the strategic plan. As such, the Bridgewater chapter president wanted clarification on the differences between the terms, *strategic plan* and *five year plan*. The Bridgewater administration states that the plan they are working on does not have to go through governance because it is not a five-year plan. Discussion followed.

The chapter president requested information on other campus' Virtual Commons (institutional repository) policies/procedures. Discussion followed.

*Fitchburg*

An event will be held off-campus to discuss union activities.

A question was posed regarding hybrid and online courses and office hours. Discussion followed. It was recommended that the chapter president contact President O'Donnell about this.

*Framingham*

No report.

*Mass Art*  
No report.

*MCLA*  
The campus is preparing for the inauguration of the new president.

Representative John Lewis will be speaking at MCLA's graduation on May 13.

*Mass Maritime*  
There is a new undergraduate dean, John Korn. He will begin on July 31. He recently met with the department chairs. He has very limited experience working in a collective bargaining atmosphere.

*Salem*  
There are challenges on campus regarding DGCE. Conversations between union and academic administrative leaders have occurred. A survey of faculty was sent out regarding DGCE. The survey response rate was good and the results of the survey went to the provost.

The presidential search is progressing. It is hoped that the search will be completed by July 1.

*Westfield*  
There were robust conversations on campus regarding a proposed Health Sciences major. Following the conversations, the major was approved.

There was discussion on campus regarding transfer credits from community colleges. Members of the administration would like to accept up to 90 credits from community colleges.

The move to a college structure for the university has just been approved.

The Title IX office has proven to be problematic on campus.

*Worcester*  
All PTR candidates received 6%. One promotion denial was overturned by the provost.

The meeting adjourned at 2:45 pm.

Respectfully submitted,

Nancy George  
MSCA Secretary