

**MSCA Board of Directors Meeting**  
**Minutes of the Regular Meeting**  
**November 3, 2017**  
**MTA - Auburn**

**Present:** Bullens, Chenault, Colligan, Craghead, Diakite, Donohue, Falcetta, George, Gubbins, Gullen, Hegbloom, Hennessy, Krishnamurthy, O'Donnell, Ramsden

**Guests:** Erik Champy (MTA), Amy Everitt (Salem), Roberta James (MTA), Mark Love (Worcester), Hemant Pendharkar (Worcester)

**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 6, 2017, meeting. The motion passed.

**Visiting Speaker:**

*Erik Champy (MTA)*

After introductions, MTA Vice President Erik Champy provided Board members with information on a number of issues concerning the MTA.

*Janus Decision*

The Supreme Court decision on the Janus case will likely result in a discontinuation of agency fee. A decision will likely be announced in May or June. This will affect the MTA with a loss of membership and perhaps \$4 million or more in revenue. The organization is looking at ways to restructure and identify savings. MTA will prepare three budgets, which will allow for flexibility if the membership loss proves more than anticipated.

*All in Campaign*

This organizing campaign involves members speaking with twenty other members at least twice a year. MTA will be hiring ten organizers to work with locals on this initiative.

*Bargaining Summit*

In response to a question from Chapter President Bullens regarding open bargaining, Vice President Champy noted that at a recent bargaining summit "open bargaining" was raised. This is favored by some in MTA leadership, however, Vice President Champy remarked that there are other bargaining techniques available, including interest-based bargaining. Discussion followed.

**MSCA Committee Reports:**

*AA/EO/DIV – James for Morales-Diaz*

A letter drafted earlier in the year was sent to campuses as a request for information regarding diversity initiatives. The information that is being sought from the campuses is the following:

- A summary of activities pertaining to the campus structures and activities aimed at supporting diversity and inclusion for faculty and librarians.
- Information on how the institution is fulfilling Amendment 5 of the Advisory Committee for Equal Opportunity, Diversity and Affirmative Action: “The President of each University shall appoint an Equal Opportunity, Diversity and Affirmative Action Advisory Committee. This Committee shall consist of members representing the respective campus constituencies of administration, faculty and librarians, and staff, and should attempt to include student(s).” The committee has also asked for the names of the MSCA members on the committee.
- Update on the most recent Title IX training conducted and the modality or structure of that training.
- Information on the most recent campus climate surveys related to diversity if one was conducted.
- Information on whether the campus has or plans to have a Chief Diversity Officer.

This information will allow us to compile the data so that we may provide feedback on how the committee believes the campus initiatives can be improved should there be a need to do so. We also want to ensure that those activities are aligned to the BHE Diversity Plan that was approved in 2014 and implemented in 2015. The committee is also planning to cross reference the data so that it may determine any connections among the campuses. The goal would be to determine if there is any intersection in the efforts, activities, and initiatives across the institutions.

There have been very few responses and one campus refused to respond, stating that the committee needs to contact the COP legal counsel, Jim Cox, for the information.

*Day Bargaining – Everitt*  
*DGCE Bargaining – O’Donnell (for Rutter)*

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.

*Elections – Donohue (for Mabrouk)*

Information for the 2018 Officers Election is posted on the MSCA website. The mailing address for the Nominations and Election Supervisor is posted.

*Grievance – Pendharkar*

Chair Pendharkar provided Board members with a brief report. It was noted that mediations have been scheduled for the academic year and there is no significant backlog.

There was a recent mediation at Salem concerning promotion denials.

It was noted by Consultant James that when grieving negative recommendations on a personnel action every step of the process that involves a negative recommendation should be grieved.

*Librarians Committee – Zeff*  
Not present.

**Chapter President Reports:**

*Worcester – Bullens*

Chapter President Bullens reported that there were three sabbaticals denied this semester. These were senior faculty requests with no explanations as to why they were denied. The Board was surveyed regarding faculty/librarian workshops for the creation of sabbatical proposals.

There have been very productive union meetings held on campus recently.

Chapter President Bullens has created a packet of materials on bargaining that he has presented to department chairs for distribution at departmental meetings. The information that is included is from the MSCA website. He has also been distributing MSCA shirts.

Chapter President Bullens asked Board members to find out if there are Interdisciplinary Studies programs on campus. He will be contacting those chapter presidents with IDS programs for more information.

*Westfield – Hennessy*

A meeting with the university president revealed that the president is supportive regarding settling the collective bargaining agreement by the end of the semester. In addition, the president stated he would love to see a 3% - 3% - 3% financial package.

The recent Board of Higher Education meeting was held on campus. MSCA members participated in informational picketing before the meeting.

There have been issues with the new provost who started this summer. Discussion followed.

The university is moving to a school structure. Search committees have been formed to hire deans.

Racial/hate incidents have happened in residence halls.

*Salem – Gubbins*

The Campus Climate Survey results were revealed yesterday. Sue Rankin, of Rankin and Associates Consulting, presented the findings.

Racial/hate incidents have taken place on campus. A bias/incident report team has been formed, but no additional details have been released. Faculty and librarians are concerned.

Day Bargaining Chair Everitt recently provided Salem faculty/librarians with a bargaining update at a faculty/librarian meeting.

Faculty and librarians dismissed Jim Cox's recent bargaining update letter due to the tone and the presidents' positions.

It is surmised that the institution's stated deficit is exaggerated. The chapter will be analyzing the budget further.

*Mass Maritime – Craghead*

During the school's Halloween dress down day, one student dressed up in an authentic-looking Nazi uniform. The president school wrote a rather bland letter regarding the incident.

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.

*MCLA – Ramsden*

The chapter has instituted MSCA Mondays with members wear their MSCA shirts. There is strong union solidarity on campus and students have responded with questions regarding the MSCA shirts.

A faculty forum was held on campus. The executive committee's vice president summarized the bargaining situation for those who attended. Vice President of Academic Affairs, Cindy Brown, attended and was asked questions. Her answer was basically "There is no money."

The executive committee recently met with the college's president. Director Colligan wrote him a letter on behalf of the executive committee. There has yet to be a response.

A swastika was found in the library. There is no suspect. The campus administration would like to put cameras in the library, but not outside the library. The librarians are opposed to this due to patron confidentiality issues.

There was a campus open house on October 17. Faculty who were being paid attended and wore MSCA stickers.

The chief diversity officer search committee began to meet this week.

*MassArt- Falcetta*

The president of MassArt declined to send the Cox bargaining letter. It was reported that he thought the tone was not productive.

MassArt had a wonderful inauguration day on October 21. MSCA members were joined by members of APA and AFSCME for an awareness gathering. The entire day had a positive feel for public higher education.

The institution is in the middle of a provost search. The Park Square search firm has been hired to assist with the search.

There is a Budget Advisory Committee on campus. Katie Riel is co-chair of the committee.

There are a few grievances on campus.

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.

*Framingham – Donohue*

The Cox letter back-fired and has energized the membership.

While the university states “there is no money,” it recently bought the Danforth Art Museum.

The Work to Rule relating to committees has been helpful. There are many committees on campus and much faculty work goes into serving on these committees.

There was a recent edict from administration telling faculty that the content of their courses has to be ADA compliant. The threat is that faculty will get in trouble with non-compliance, not the institution. It has been questioned whether it is unit work to convert such documents.

There were three racist incidents since September. All three were directed at one individual. The initial response from administration was problematic. Since then, there was a large meeting and a march on campus. The university is talking about cameras in dorms. A \$1,000 reward is being offered in an attempt to find out who is responsible for the incidents. The university is assisting outside agencies on the matters. As a result there has been a push to address issues in the curriculum regarding diversity and inclusion. Faculty have been encouraged to talk about this with students in their classes, however, faculty have not been trained and this lack of training has proven problematic in some cases.

*Fitchburg – Krishnamurthy*

There was a nice campus event recent on online education. About forty faculty members showed up on a rainy afternoon. There was a lot of discussion regarding concerns and anxiety regarding online education. The administration was advised that there needs to be more discussions and faculty involvement regarding online teaching and learning on campus. Another event will be scheduled for the spring semester that will hopefully focus on part-time faculty issues.

There was an issue of student cell phone use during an exam. Discussion followed.

At a recent Board of Trustee meeting, faculty showed up wearing the MSCA shirts.

Director Diakite has gone to department meetings and discussed bargaining take-backs with department members. Members have been energized regarding bargaining.

There have been questions about whether the SIR-II or Appendix C-4 should be used for student evaluations in some courses.

*Bridgewater – Hegbloom*

Fifteen MSCA members greeted the Board of Trustee at a recent meeting.

There was a membership meeting that included APA and AFSCME members. More than 100 people attended. AFSCME members reported poor communication. MSCA members would like more communication as well.

Chapter President Hegbloom put together an Action Committee on campus.

There is a town hall meeting next week. Faculty and librarians will be attending wearing MSCA shirts. Visibility strategies were determined for a number of upcoming committee meetings.

The administration has said they will provide faculty and librarians with a copy of the university budget. An Academic Affairs Budget Committee will be created.

There have been problems with attendance at governance committee meetings.

Chapter President Hegbloom posed a question to the group regarding DGCE Graduate Coordinators and pay versus course release.

**MSCA Officer Reports**

*President – C.J. O'Donnell*

The MSCA will meet with the COP in Salem on November 17<sup>th</sup> to speak on the racist/bias issues on the campuses.

President O'Donnell distributed a copy of the monthly expense report. He noted that Treasurer Pavlicek resigned effective November 3, 2017 due to the requirements of his job within the Milton Public school system. President O'Donnell pointed out the decades of service Glenn has provided to the MSCA.

In accordance with the MSCA Constitution, it was moved and seconded to appoint Mark Love to the position of Treasurer.

After introductions, Mark Love provided Board members with an overview of his experiences as a CPA and faculty member at Worcester State University.

The motion passed.

*Vice President – Robert Donohue*

Vice President Donohue has attended bargaining sessions, the MassArt presidential inauguration, and the BHE meeting in Westfield.

Vice President Donohue provided Board members with a brief overview of the currently unfunded Early College initiative. This initiative, which is focused on high school students who are “at risk,” has support from the BHE, but is problematic for a number of reasons. Discussion followed.

*Secretary – George*  
No report.

*Treasurer’s Report – Love*  
Not present, ;left early to attend a meeting with President O’Donnell and former Treasurer Pavlicek at the Treasurer’s Office at Bridgewater State University.

**MTA Reports:**

*Day – James*  
Consultant James will be following up with Board members regarding the “All-In Campaign.”

*DGCE – Barrett*  
Not present.

*Health and Welfare Trust – George*  
Trustee George reported that if there are no increases in contributions, the trust will have less than \$1 million in reserves by 2021. This is a serious situation and will necessitate a number of changes in funding or benefits to keep the trust fund operating. It was noted that each month the MetLife bill is \$575,000.

*MTA Board – O’Donnell and Washington*  
Not present.

**Old Business:**  
None.

**New Business:**  
Supporting/advancing adjust faculty. This will be discussed at the next meeting due to the late hour.

The meeting adjourned at 2:45 pm.

Respectfully submitted,

Nancy George  
MSCA Secretary