

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
February 2, 2018
MTA Auburn**

Present: Bullens, Chenault, Craghead, Donohue, George, Gonsalves, Gubbins, Hegbloom, Hennessey, Krishnamurthy, Love, Mason, O'Donnell, Ramsden, Rutter, Washington

Guests: Heather LaPenn (MTA), Roberta James (MTA), 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.

Visiting Speaker:

Heather LaPenn (MTA)

After introductions, Ms. LaPenn provided Board members with a brief overview of her work with higher education units and organizing efforts.

There was general discussion regarding engaging members on various issues and problems. There was a focus on part-time faculty issues. Ms. LaPenn stated that there are terrific organizing efforts going on at campuses and it is helpful to have a formal organizing plan. She stated that she would be happy to meet with the Board again.

Approval of the Minutes:

It was moved and seconded to approve the minutes of the December 1, 2017, meeting.

It was moved and seconded to amend the minutes to make the following changes:

Under the Framingham report, the report should read:

Chapter President/MSCA Vice President Donohue will be speaking at a campus event, Talking Back to Showing.

Under the DGCE report, it should read:

Next meeting January 11. No meetings since 8/25. 1/11 will be the third meeting.

The motion passed.

The original motion passed as amended.

Chapter Presidents Reports

Worcester

The grievance filed regarding online faculty evaluations was won at Step 1.

Due to the large number of adjunct faculty members it's challenging to get a quorum at chapter meetings. It was revealed during a quick poll of other chapters that other chapters are have quorum issues.

Westfield:

Administrative restructuring of the university continues. Three new deans are being hired with the searches in process.

The new interim Dean of faculty is Enrique Morales-Diaz.

A consultant has been brought in to look at race incidents on campus. These incidents have mostly happened in residential life. Three dorm directors have resigned over due to racial incidents.

There are quite a few grievances on campus. One department in particular is generating many of these grievances.

Salem:

The university's president was recently inaugurated. Prior to the inauguration, there was MSCA visibility outside the event. Signs were not allowed in the building where the inauguration was being held; other signs were made in the building and smuggled into the inauguration venue.

The Board of Higher Education adopted Salem State's strategic plan. Business plans are being required to cut costs and bring in revenue. Chapter meetings are being held to discuss this. Special committees being formed by administration will not be staffed by the chapter due to being during the evergreen period.

Racism issues continue to be a huge problem on campus. The chief diversity officer resigned recently.

MMA

The ship is still out and faculty will not arrive back until March 5. Todd Hibbert will be the new chapter director.

MCLA

The president went to an AAC&U conference and now wants all employees CORI checked.

The DGCE dean has left. There is now a search for a new dean.

Provost Cindy Brown is leaving; a search committee is being formed.

All letters regarding personnel decisions are late from administration.

MassArt:

There was a meeting recently with the APA and AFSCME members. There will be diversity training on campus. Last year there were issues with the campus diversity committee, which was comprised of faculty, students, and staff. The committee was disbanded. Another group came together into a very functional committee. This committee is made up of the various units on campus, including many adjunct faculty members.

Framingham:

The first membership meeting is this coming Monday. A letter was sent out regarding GIC.

There were six reported white supremacy acts last semester. The university president sent out a strongly worded letter to the campus. Some time will be spent at the Monday meeting on this issue. The faculty who are working on this issue have a background in this area. All incidents were in the dorms.

Fitchburg:

There has been good activism on campus around GIC. The chapter organized people to go to the GIC meeting in Lowell. Three people agreed to speak, one of whom got to speak at the meeting.

There are diversity issues with faculty. There has been online diversity training and there will be a diversity faculty training on February 12. The chapter president will be involved in a meeting with the university president regarding diversity issues and training.

There have been three promotion denials, one reappointment denial.

Bridgewater:

The acting provost is now the provost.

The provost wants to create an ombudsman office that will work on faculty-to-faculty conflicts. Many faculty use the EO office for this purpose. The chapter president stated that she will not get involved in resolving faculty-to-faculty conflicts.

The provost created a budget committee for academic affairs. All campus bargaining units will be represented on the committee.

The chapter president had a number of questions regarding early education and elementary education supervision of teacher education and compensation.

There were a number of other issues at Bridgewater including compensation of campus music instructors and governance committee procedures.

Two members have been given APR's to work on holistic advising initiatives.

A three-credit course release has been provided by the provost to work on part-time faculty issues.

MSCA Officer Repots

President – C.J. O'Donnell

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

AA/EO/DIV

Diego Ubiera (Fitchburg)
Gabe Aquino (Westfield)

Day Bargaining Alternate

Todd Hibbert (MMA)

DGCE Bargaining

Aruna Krishnamurthy (Fitchburg)
Graziana Ramsden (MCLA)

DGCE Bargaining Alternate

Rala Diakite (Fitchburg)
David Eve (MCLA)

Grievance

Brian Payne (Bridgewater)
Todd Hibbert (MMA)

Legislation

Chris Gullen (Westfield)

The motion passed.

President O'Donnell recently received information on a dossier management system called InterFolio. Discussion followed. The MSCA will not be endorsing this product.

Vice President – Robert Donohue

Virginia Rutter developed the now widely used #GICFAIL.

There has been more activity on social media and MTA picked up on the #GICFAIL.

Vice President Donohue and President O'Donnell have tried to attend all of the GIC events. The GIC hearing was terrific. The opening statements of the senators were strong and condemning of the GIC's lack of transparency. The Executive Director spoke and was ineffective.

It was moved and seconded to send a message to the membership thanking them for their activities in the GIC fight. The motion passed.

Treasurer – Mark Love

Treasurer Love distributed to the Board a bulleted list of items that he is working on. He will look into a “plan B” for the membership database which is the MCCC database system. The current situation is potentially problematic. Discussion followed.

It is to be noted that the Bridgewater State University IT department has been very cooperative with the MSCA Treasurer’s office.

Secretary – Nancy George

Secretary George reminded Board members of the NEA-RA to be held in Minneapolis, MN this coming June 30 – July 5. A nomination form is available on the MSCA web page. Nominations are due March 16.

MSCA Committee Reports:

AA/EP/DIV (James in absence of a chair)

The next meeting will be February 22. A new chair will be elected at the next meeting.

DGCE Bargaining – Rutter

The third bargaining session was held on January 11. The next meeting is February 14. Under the ground rules management is required to present their entire proposal at the next session. An additional meeting will be held on February 27.

Elections – Donohue (for Mabrouk)

The election process is proceeding as planned. A written report was submitted to Board members via email. Survey and Balloting will be used as a vendor. There are three certified candidates for secretary, vice president and president. The US mail proved problematic with a certified mail envelope getting lost in the mail and subsequent late arrival to the elections mailbox.

It was moved and seconded to change all dates regarding signatures and deadlines to February 9, 2018.

It was moved and seconded to amend the original motion to change the date to February 1, 2018.

The motion on the amendment passed.

The original motion passed as amended.

Day Bargaining – O’Donnell (for Everitt)

Grievance – Pendharkar

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 – Zeff
Not present.

MTA Reports:

Day – James

Consultant James provided Board members with a brief report of her activities.

“All In” Campaign: Consultant James will be visiting various campuses. She has offered to visit campuses as requested.

Early College Initiative: Worcester public schools would like their students to have completed two years of college before graduating from high school.

DGCE – Barrett

Not present.

Health and Welfare Trust – George

No report.

MTA Board – O’Donnell and Washington

A report was sent to Board members via email.

Old Business: None

The meeting adjourned at 2:45 pm.

Respectfully submitted,

Nancy George
MSCA Secretary