

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
June 1, 2018
Massachusetts Maritime Academy**

Present: Bullens, Burchsted, Chenault, Colligan, Craghead, Donohue, George, Gubbins, Gullen, Hegbloom, Krishnamurthy, Love, Mason, Ramsden, Rutter

Guests: Sean Barrett (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.

Approval of the Minutes:

It was moved and seconded to approve the minutes from the April 27, 2018, meeting.

The motion passed.

Chapter Presidents Reports:

Bridgewater

Chapter President Hegbloom was re-elected chapter president in the Bridgewater Chapter's election. Irina Seceleanu was elected vice president/director.

MSCA members have had difficulty receiving unemployment benefits. Discussion followed.

Graduate thesis supervision is compensated differently in the DGCE vs. Day contract.

Music instructors on campus are not being compensated adequately. This will be discussed at ERC.

Framingham

The faculty met with the provost and all four deans to ask them what their future plans are for dealing with racism and inclusion. The students are involved. The difficulty with dealing with racism and inclusion on campus lies with campus administration.

Fitchburg

University administration is forming a program area for secondary education. The faculty would be from all different areas/subject departments and have voting rights within the program area. Chapter leadership is communicating with administration that contractually this is not allowed.

MassArt

Chapter President Mason requested Board members share information regarding required campus courses that have a more global perspective on diversity/inclusion. Discussion followed.

The provost search has ended. The interim provost position will end in January. A letter needs to be sent out regarding who will be doing the evaluations in the fall as the interim provost will not be doing the evaluations.

Mass Maritime

Chapter elections were recently held and the chapter president was re-elected.

SIRII's from the fall were received late in the year. If the scores were low for a faculty member, due to how late they were received, there is no time for an intervention. Thus, potentially, there could be a full year of bad scores.

MCLA

There is a new Vice President of Academic Affairs. Emily Williams from Ramapo College (NJ). The current VP of Academic Affairs, Cindy Brown, last day is June 30.

There was a MCLA strategic planning meeting was last week.

A question was posed regarding faculty checking campus email during the off-contract months. It was noted that faculty do not have to check their campus email June, July, and August.

Salem

There were issues with DGCE compensation. A grievance was filed and the grievance was won regarding this compensation issue.

Adverse personnel decisions fell on faculty of color.

There was an incidental evaluation on a junior faculty member.

There is a hiring freeze due to enrollment issues. 462 students are not coming back due to personal financial issues.

Westfield

The Provost/Vice President of Academic Affairs resigned this past week. Although the president of the university wished to have the chief of staff serve as the new provost, the Westfield Chapter polled the faculty/librarians and it was requested by 70% of faculty to have an interim provost. The president approved this request. This interim provost position will last four years. The chief of staff was named interim provost. The former dean of faculty will serve as the chief of staff.

Worcester

The University is looking into offering online graduate programs in nursing, business, and education via Academic Partners.

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.

MSCA Committee Reports:

AA/EO/DIV

Not present.

Bargaining – Everitt

Chair Everitt was absent, but others members of the Bargaining Team led the discussion.

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.

DGCE Bargaining – 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 - Mabrouk

Not present.

Grievance – Pendharkar

The chair of the Grievance Committee provided Board members with a brief report.

A grievance retreat is planned for the third week of August.

Librarians - Zeff

Not present.

MSCA Officer Reports:

President – O'Donnell

Not present.

It was noted that we will have to vote on the 2018-2019 via email this summer.

Vice President – Donohue

Vice President Donohue is tracking H4153. The bill was reported out favorably and the next step is for it to go to Ways and Means.

The CBA was successfully ratified. The ratification vote count was held in Worcester.

The first ERC meeting since September was held in May due to bargaining.

The Chairs Handbook needs to be updated.

Secretary – George
No report.

Treasurer – Love

Treasurer Love distributed and reviewed the monthly expense report.

Billing for agency fee payers has stopped. We might have a \$30,000 deficit this fiscal year.

It was requested that chapter presidents examine the non-compliance list and determine who will never pay. This will allow the treasure to remove this income from accounts receivable.

Treasurer Love reported that he has not heard from the former employee who recently resigned. He distributed a treasurer office staffing proposal. Discussion followed.

It was moved and seconded to accept the treasurer's office personnel staffing proposal as distributed. The motion passed.

There was a general discussion about the member database and the state of the computers that hold the database files.

It was moved and seconded that we immediately migrate and house the MSCA member database to and on the MCCC database system. The motion passed.

MTA Reports:

Day – James

Consultant James recommended that the MSCA do its own Title IX training. There are many Title IX cases.

It was noted that it is becoming very difficult for members to receive unemployment compensation.

The summer conference is coming up. Consultant James noted that there will be many interesting programs at the conference this year. It was noted that the Board needs to determine and vote on reimbursement for attendance at the summer conference.

MSCA Board Minutes
June 1, 2018

DGCE – Barrett
No report.

Health and Welfare Trust – George
No report.

Board of Directors – O'Donnell and Washington
No report.

Old Business:
None.

New Business:

The Early College Initiative

The Early College Initiative seems to be present at Salem. This needs to be looked at closely. Vice President Donohue and Consultant James will get more information on this initiative.

Women of the MSCA

Framingham Director Rutter would like to organize a meeting once both CBA's have been settled. Members would like to meet with the COP to process the bargaining experience, which was full of racist and sexist comments and behaviors.

Contract Data Teams

Once the DGCE CBA has been settled, we need to begin collecting data, in a database, that will help us in future bargaining. This data would be from both DGCE and Day members. Consultant Barrett noted that there's someone at the MTA who could help with this project.

Comparison of Boards of Trustees

Director Rutter has data from five universities. There are dramatic differences in the ethnicity (not gender) between the Board of Trustees and student populations. Director Rutter requested that information be sent to her on this topic.

The meeting adjourned at 2:15 pm.

Respectfully submitted,

Nancy George
MSCA Secretary