

**MSCA Board of Directors Meeting  
Minutes of the Regular Meeting  
March 1, 2019  
Fitchburg State University**

**Present:** Chenault, Craghead, Diakite, Donohue, George, Gubbins, Gullen, Hegbloom, Hennessey, Krishnamurthy, Mason, O'Donnell, Ramsden, Rutter, Seceleanu, Washington

**Guests:** Amy Everitt (Salem), Heather LaPenn (MTA)

**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 February 1, 2019, Board Meeting.

The motion passed.

**MSCA Committee Reports:**

*Grievance – Donohue*

A transition from the former to current chair is occurring.

There have been issues with management bringing ever increasing numbers of administrators to grievance hearings. The grievance committee recently had a discussion on what it thought might be appropriate, but no conclusion was reached. Further discussion is necessary.

*Librarians – George*

The committee will be meeting next week. Chair George reminded the Board of the use of AFSCME Librarian II's instead of MSCA librarians at a number of campuses. President O'Donnell said he will have MTA look into the matter regarding "shared unit work."

*Bargaining – Everitt*

Chair Everitt provided Board members with an overview of the current status of the CBA and bargaining. It was noted that the COP's counsel, Jim Cox's, behavior at the table has been deplorable.

Strategies and information regarding surmised changes in the agreement were discussed.

**Chapter Presidents Reports:**

*Worcester*

Not present.

*Westfield*

There will be a vote of no confidence in the university president next week (Monday – Thursday, 9am-4pm).

It is noted that the MSCA Board supports the faculty/librarian vote.

A recent email from the president of the university was described.

The chapter leadership and provost met recently. The provost is not well thought of by campus faculty/librarians.

Results of surveys taken by the APA and AFSCME staff showed that these staff members are unhappy with the upper level administration.

The MSCA members at Westfield are strong and passionate about keeping Westfield State University a strong campus.

*Salem*

The university president had an open meeting to discuss the dire financial situation at the university. A hiring freeze is in place. There are 87 open positions, 24 of which are faculty/librarian positions. There are 18 faculty/librarian searches underway. Sixty of the 87 positions will be eliminated. The university enrollment will be down 200 students next year.

The chapter has been active in forming/reviving committees, such as the Political Action committee. There is also a Communications Committee that has been sending out weekly emails to faculty and librarians and finding better ways to communicate with members.

There will be a teach-in April 16-22 on higher education funding.

There have been four incidents in which students went to the DHE to complain about faculty members. This affected one faculty member's personnel action.

The campus has started a Business Intelligence department which will analyze which majors will result in higher pay for graduates as well as which academic departments are the most expensive to run.

*MMA*

The semester begins again next week.

The provost search continues. There are three finalists, all of whom are female.

*MCLA*

The chair of All-University Committee became the target of a Title IX complaint after leaving making comments that were overheard by others.

There are three major issues on campus: declining enrollment; core curriculum redesign and accreditation review.

There are numerous problems in the upper level administration that are adversely affecting MCLA.

#### *MassArt*

The new provost began January 1. The first meeting with her will be this coming Monday. The executive board will be meeting with her on the March 20th.

There is a search underway for the graduate dean.

One of the academic directors has been elevated to the rank of dean.

MassArt has the highest graduation and retention rate in the system.

#### *Framingham*

Solidarity on campus among MSCA members is strong.

John Lewis is the graduation speaker.

There is a campaign on campus called *Napkins against Racism*. This is in response to a number of racist incidents on campus.

#### *Fitchburg*

Admission and retention are problems on campus. There will be financial cut backs as well as a hold on hiring.

The chapter leadership met with the university president to discuss the strategic plan. Evidently strategic plans now have to comply with state mandates.

Graduate programs are being shut down and replaced with online programs.

A digital policy or checklist for vetting online courses is being developed.

The chapter has instituted MSCA Tuesdays. Members wear the blue MSCA shirts on Tuesdays.

#### *Bridgewater*

There was a successful Fund Our Future campaign this past week. It was very well attended. The Board of Trustees signed onto the campaign as a sign of support.

Early College Initiative is beginning this coming Monday.

**MSCA Officer Reports:**

*President – O'Donnell*

No report.

*Vice President – Donohue*

No report.

*Secretary – George*

There are currently three nominations for the NEA-RA. Secretary George reminded Board members that the deadline for submitting nominations is 5:00 p.m. on March 15.

*Treasurer – Love*

President O'Donnell distributed the 2019 MSCA Delegate Assembly allocations.

It was moved and seconded to approve the 2019 MSCA Delegate Assembly allocations as distributed.

The motion passed.

The deadline to report names to the President's office is April 1.

**MTA Reports:**

*Day – James*

Not present.

*DGCE – Barrett*

Not present.

*Health and Welfare Trust – George*

No report.

*Board of Directors – O'Donnell and Washington*

No report.

The meeting adjourned at 2:40 pm.

Respectfully submitted,

Nancy George  
MSCA Secretary