

## President's Message - Paul F. McGee

September 2, 2003

Welcome back. I hope you and your family have enjoyed a wonderful summer. To new faculty and librarians, I would like to welcome you to our membership. The Salem Chapter Officers are:

President - Paul McGee (ACC/FIN)  
Vice President - Amy Everitt (SFL)  
Secretary/MSCA Director - Nancy George (LIB)  
Treasurer - Michele Sweeney (SFL)  
Grievance Officer - Maggie Vaughan (PSY)

All officers can be reached at extension 6366. Maggie Vaughan can also be reached at her home office: phone: (207) 846-6017, fax: (207) 846-6170 or email: [mvaughan@nlis.net](mailto:mvaughan@nlis.net).

The Chapter Secretary, Mary Buckley, can be reached at extension 6920. If the MSCA/Salem Chapter can be of assistance, please do not hesitate to give us a call. New members should make sure they are included in our email distribution list as this means of communication is often the fastest way to distribution timely information. The Chapter Office is located in the Sullivan Building, Room 205B. The office is open on Monday, Tuesday, Thursday, and Friday from 8:15 a. m. to 1:15 p.m.

This year will be an exciting one for the Salem State community as we celebrate our sesquicentennial (150<sup>th</sup>) anniversary. There will be many events to celebrate this unique anniversary. Also scheduled for this semester is the opening of central campus with the School of Business and the Music Department moving in early fall. The college will also start the construction of a 450-bed residential complex on central campus with a groundbreaking ceremony at 11:00 a.m. on September 22<sup>nd</sup>. The construction trucks will not travel far.

During the summer your day bargaining team met with the employer five times in an effort to negotiate a successor agreement to the contract that expired on June 30, 2003. The MSCA submitted a proposal that is under review by management and could lead to a settlement. We are hoping to meet with the employer sometime after September 5<sup>th</sup> (the Council of Presidents monthly meeting) and I will keep you informed.

Within our current day contract there is a provision that chairs' stipends, terminal degree adjustments, and promotion stipends will be paid for the current year. Also, with effect on August 31, 2003, the annual salary of members who received a terminal degree adjustment or a promotion increase or both shall be tested against the minimum salary formula on that date and the adjustment will be paid where necessary. The current contract mandated that student evaluations cease on July 1, 2003; and the absence, for any period thereafter, shall not be considered, either positively or negatively, in the evaluation of a member's teaching effectiveness.

Bargaining for the DGCE contract, which expired on August 31, 2003 has begun. At the March 7, 2003 meeting the MSCA Board of Directors approved the bargaining proposal, a copy is available in the union office and the library. On August 14, 2003 the DGCE bargaining team meet with the employer for the fourth time in an effort to negotiate a

successor agreement. There has been an exchange of revised proposals but very little progress has been made. The next meeting is scheduled for September 22nd.

I have enclosed a copy of the FY04 Final Higher Education Budget for those interested in such matters.

This past spring the Trustees of Salem State College approved a motion to allow the command staff of the campus police to carry guns. It is expected that nine Salem State police officers will be armed and the issue will be revisited after six months.

### **Early Retirement**

The state budget did contain some good news for our members, an early retirement incentive program for certain state employees, including employees in higher education. Last year a similar early retirement package attracted approximately 4,580 workers. This year's package has a cap of 5,000 employees and it is expected that as many as 3,500 workers out of the 17,000 workers eligible will take early retirement.

Any questions about the early retirement can be directed to our Human Resource Department or the State Retirement Board. For those members at Salem who opted for the early retirement we wish you the best of luck, it is well deserved.

### **Committee on Promotions**

Nominations are being solicited for the three (3) vacancies on the Committee on Promotions, which will carry a two-year term. These appointments will not be made by the Executive Committee but will be elected, if necessary, at the end of September, by vote of the general membership.

- Nominees must be tenured and hold the rank of Associate Professor, Professor, Associate Librarian, Librarian, or Senior Librarian.
- Nominees may not be chairs or candidates for promotion during their term.

Current members include: Mark Fregeau (BIO), Paul Green (SOC), Phil Kelly (SFL), and Kathleen Skrabut (NUR).

Nominations should be submitted using the form provided on page 5 of this newsletter (mail to MSCA/Salem Chapter Office, SB205B) or by phone to extension 6366 **by noon, Friday, September 19<sup>th</sup>**.

### **Delegate Assembly**

Fifty-eight (58) members from around the state attended this year's Delegate Assembly held on April 26th at Fitchburg State College. I would like to thank the following Salem members who attended as delegates.

Joseph Aiyeku (MKT)  
David Berry (SFL)  
Nancy George (LIB)

Arthur Gould (SOC)  
Ed LeClair (CRJ)  
Patricia Markunas (PSY)  
Paul McGee (ACC/FIN)  
John McHale (ENG)  
John Otieno (SOC)  
Margaret Vaughan (PSY)

### **Executive Committee Appoints Committees**

At its May 1, 2003 meeting, the Salem Chapter/MSCA Executive Committee voted to recommend the following faculty and librarians to the committees indicated. On behalf of the Chapter, we thank these members for their willingness to represent us in the governance system of the College.

#### **All College - 8 Unit Members**

(1) Member from each Area; (4) At-Large

*Area*      *Name/Department*

Area A      Cullen, James (GLS)

Area B      Sturgeon, Susan (LIB)

Area C      Gould, Chuck (SOC)

Area D      Jacobson, David (ACC/FIN)

At-Large    Everitt, Amy (SFL)  
Farahbakhsh, Massoud (MGT)  
Johnston, Patricia (ART)  
Luddy, Thomas (ENG)

#### **Curriculum Committee - 16 Unit Members**

(4) Members from each Area

*Area*      *Name/Department*

Area A      Briney, Robert (CSC)  
Kelly, Paul (BIO)  
MacTaylor, Ronald (CHE)  
Platt, Mary (MAT)

Area B      Dennis, Nancy (LIB)  
Hart, Elizabeth (THE)  
Malloy, Mark (ART)  
Walker, Peter (ENG)

Area C      Bailey, Bette (SFL)  
Coughlin, Elizabeth (POL)  
Eddy, Timothy (PSY)  
Siden, Dorothy (ECO)

Area D Cook, Judi (COM)  
Deanow, Carol (SWK)  
Haran, Beth (OM/MIS)  
Sullivan, Anne (CRJ)

### **Academic Policies - 16 Unit Members**

(4) Members from each Area; including at least (1) Librarian

*Area Name/Department*

Area A Hanrahan, Lynne (CSC)  
Rosenberg, Robert (CHE)  
Rosenthal, Arthur (MAT)  
Scottgale, T. Nelson (BIO)

Area B Doll, Kristine (FL)  
Edwards, Susan (LIB)  
Mallick, Krishna (PHL)  
Rubin, Donnalee (ENG)

Area C Krugman, Martin (PSY)  
Otieno, John (SOC)  
Sweeney, Michele (SFL)  
**(1) One Vacancy**

Area D Jain, Sanjay (ACC/FIN)  
Kelkar, Mayuresh (MKT)  
Oehlkers, Peter (COM)  
**(1) One Vacancy**

### **Graduate Education Council - 5 Unit Members**

(1) Member from each School; (2) At-Large

*School Name/Department*

Arts & Burchsted, Juditha (BIO)  
Science

Business Harris, Ann-Marie (MGT)

Human Carroll, Greg (EDU)  
Services

At-Large Kelly, Philip (SFL)  
Schultz, Nancy (ENG)

### **Library/Media Development - 7 Unit Members**

(1) Member from each Area and (3) Librarians

*Area Name/Department*

Area A Tapley, David (BIO)

Area B Andrews, Margaret (LIB)  
Dole, Elizabeth (LIB)  
George, Nancy (LIB)

Lindholm, Jeannette (ENG)

Area C Berry, David (SFL)

Area D **(1) One Vacancy**

**Student Affairs - 5 Unit Members**

(5) Unit Members

*Name/Department*

Glikman, Helen (SWK)

Gross, Benjamin (ART)

Healy, Thomas (THE)

MacTaylor, Ronald (CHE)

Ware, Tracy (BIO)

**2003 - 2005 Non-Contract Committee**

**Council on Teaching and Learning**

Two-Year Term Staggered

(10) Unit Members

***Two-Year Term***

(Sept. 1, 2003 - Sept. 1, 2005)

*Name/Department*

Damon-Bach, Lucinda (ENG)

DeFelippo, Anne (NUR)

Hodge, Tracy (CHE)

Quinquis, Maureen (ART)

Zeren, Andrea (PSY)

***One-Year Term Remaining***

(Sept. 1, 2002 - Sept. 1, 2004)

**(5) Unit Members Currently Serving**

*Name/Department*

Billings, Thomas (EDU)

Husbands, Barabara (LIB)

Luther, Raminder (ACC/FIN)

Murray, Maura (MAT)

Scottgale, Gwen (BIO)

## **Salem Chapter/MSCA Executive Committee Meeting**

There will be a Salem Chapter Executive Committee meeting on Monday, September 22nd at 2:00 p.m., Presidential Room, Ellison Center.

Agenda items include an update on summer activities and recommendations for committee vacancies. This meeting is open to all members.

### **DID YOU KNOW...**

... that as a member of the MSCA, and, as a result, a member of MTA and NEA, you are automatically covered under the NEA Dues-Tab insurance program? This insurance is a guaranteed benefit provided at no cost to you. The amount of this benefit is based upon the number of years you have been a continuous member of NEA, and the cause of death or dismemberment. For example, if death is due to natural causes, the benefit pays \$200 per year of continuous membership in NEA up to a maximum benefit of \$1,000. If death is caused by an accident or assault, the benefit payable is \$1,000 per year of continuous membership up to a maximum benefit of \$5,000. However, if the accident occurs while you are engaged in activity related to your occupation, or are acting on behalf of association business, the benefit payable is \$50,000.

If you wish to choose a beneficiary for the insurance, please stop by the MSCA/Salem Chapter Office for a NEA beneficiary form or contact the NEA Member Benefits (800-637-4636).

If you do not choose a beneficiary, the benefit will be payable to the first surviving class consisting of the following classes: a) spouse; b) surviving children; c) surviving parents; d) estate. To learn more about this benefit go to [www.neamb.com/](http://www.neamb.com/) and click "Insurance Programs."

Margaret Vaughan  
Grievance Officer

### **Nominations for Foreign Language Waiver Committee**

Nominations are open for (2) vacancies on the Foreign Language Waiver Committee.

If you are interested in serving on this committee, please complete the attached form and return to MSCA/Salem Chapter, SB-205B or call Mary at extension 6920.

Nominations must arrive no later than **noon, Friday September 19th.**

## **Nominations for Contract Committee Vacancies**

Three Contract Committee vacancies still exist - (2) vacancies Academic Policies and (1) vacancy Library/Media Development. Eligibility criteria and restrictions are noted below. Also note eligible departments listed on page 5.

### *Contract Committee Eligibility Criteria and Restrictions*

- Full-time unit members not on a leave of absence next academic year and who are not serving on another contract committee are eligible. No more than one member from an Academic Area may be appointed to any contract committee.

If you are interested in serving on one of these committees, please complete the attached form and return to MSCA/Salem Chapter, SB-205B or call Mary at extension 6920.

Nominations must arrive no later than ***noon, Friday September 19th.***

## **Parking Task Force Committee**

Five unit members are needed to join the new Parking Task Force Committee.

If you are interested in serving on this committee, please complete the attached form and return to MSCA/Salem Chapter, SB-205B or call Mary at extension 6920.

Nominations must arrive no later than ***noon, Friday September 19th.***

## Nominations for 2003-2004 Committees

*I am willing to serve on the following:*

*NOTE: If more than one choice, please list order of preference*

Academic Policies: \_\_\_\_\_

Foreign Language Waiver: \_\_\_\_\_

Library/Media Development: \_\_\_\_\_

Promotion: \_\_\_\_\_

Parking Task Force: \_\_\_\_\_

\_\_\_\_\_  
Name (Please print)

\_\_\_\_\_  
Dept.

Please return to Salem Chapter/MSCA, SB-205B no later than  
***noon, Friday, September 19, 2003***

Thank you for your participation!