

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
October 6, 2006
Framingham State College**

Present: Concannon, Everitt, Falke, Feldman, George, Haar, Hetzel, Markunas, Mrvica, O'Donnell, Paolillo, Pavlicek, Schlosberg, Seider, Shartin, Shea, Stonehouse

Guests: Brad Art (Westfield), Donna Sirutis (MTA)

Approval of the Orders of the Day and the Minutes

The meeting was called to order at 10:00 a.m.

It was moved and seconded to approve the orders of the day. The motion passed.

It was moved and seconded to approve the minutes of the September 8, 2006, meeting. The motion passed with the following corrections made to the minutes:

Page 2 - replace Greg Neikirk with *Gregg* Neikirk

Page 4 - replace sek with *seek*.

MSCA Officers' Reports:

President - Patricia Markunas

MSCA Committee Appointments/Ad Hoc Committees

Distributed was a copy of those MSCA members who were nominated by their chapter presidents to serve on the MSCA Committees 2006-2008.

Dan Shartin was nominated to serve as the Worcester representative on the Elections Committee.

It was moved and seconded to accept the nominations. The motion passed.

Jane Fiste will send committee materials, as were distributed to the MSCA Board, to every person appointed. In addition, all librarians will be invited to participate in the Ad Hoc Committee on Librarian Concerns.

Changes in the Board of Higher Education

Distributed were some recent press items, including a letter to the editor of the *Globe* written by President Markunas, concerning Steve Tocco's election as chairman of the UMass Board of Trustees. As of this date, President Markunas had not heard who the next BHE chair might be.

Vice President C.J. O'Donnell and President Markunas had an amicable meeting with Chancellor Patricia Plummer on September 13th.

Possible Development of a Chairs Handbook

At the June 23rd ERC meeting, the parties agreed to undertake the development of a Handbook of Department Chairpersons, to include policies, procedures, important contractual provisions and the like to assist chairpersons in carrying out their responsibilities under the contract. President Markunas took ten minutes at this meeting to brainstorm items that Board members suggested be included. Discussion followed. The Board will be kept updated on the progress of this project throughout the year.

Post-tenure Review: Results for Year One and Consolidated Grievance

At the September 15th ERC meeting, Mark Peters agreed with two points/remedies that the MSCA proposed in relation to the consolidated grievance filed over the procedural errors in the first year's implementation of PTR: that all AAVPs must evaluate all PTR candidates on all evaluation criteria

in Article VIII, and that the AAVPs must use only those ratings that are listed in the Article VII-C and may not craft their own versions of "not acceptable." Remedies were also proposed that were specific to VP Branson's and VP Rasool's letters; Mr. Peters will respond to these proposals at a later time.

The parties agreed to take up a few points at a time from the consolidated grievance and attempt to resolve them at ERC. President Markunas will report on the progress in resolving the grievance.

Seminars on the Conflict of Interest Law

The first seminar in this series was held at Bridgewater State College last Friday. The presenter, Carol Carson, is exceptionally good and the discussion generated was very interesting. President Markunas urged Board members and their colleagues to sign up for one of the next two seminars, on October 26 at Salem State and on December 8 at Worcester State.

UMass Nurses' Authorize Strike

Information on the UMass Nurses' contract negotiations and authorized strike were distributed to Board members.

It was moved and seconded that the MSCA Board go on record in support of the nurses union at the University of Massachusetts Medical Center in Worcester in their contract negotiations and authorization of a strike. The motion passed.

Vice-President - C.J. O'Donnell

Vice President O'Donnell reported to the Board that he recently attended the following meetings: the meeting with President Markunas and Chancellor Patricia Plummer on September 13th, the HELC meeting, and the Seminar on the Conflict of Interest Law held at Bridgewater State. Vice President O'Donnell gave a brief summary of the HELC meeting.

Secretary - Nancy George

Secretary George provided Board members with a brief summary of her activities as Secretary.

Treasurer - Glenn Pavlicek

Treasurer Pavlicek distributed the *MSCA Monthly Expenses 2006-2007* report.

Treasurer Pavlicek requested that chapter presidents each submit a copy of their campus' Appendix Q to him. This information will assist Treasurer Pavlicek in dues billing. In addition, Vice President O'Donnell needs copies of both Appendix O and Appendix Q. This information will allow the MSCA Salary Database Committee to keep the salary database up-to-date.

Non-compliant individuals continue to be hired to teach in DGCE. This issue will be taken up at the next ERC meeting.

MSCA Committee Reports:

DGCE Bargaining - C.J. O'Donnell

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.

Librarian Concerns - Nancy George

Chair George distributed information on librarian weekend/night rotations. At Fitchburg, Salem, and Westfield, librarians are required by the AAVP, dean or director to work weekend/night rotations. MSCA librarians who work evenings/weekends are at a disadvantage when going up for tenure, post-tenure review and promotions due to the limited opportunities during their (evening/weekend) workdays to serve on college committees and participate in other forms of professional development. There is no language in the contract to protect librarians from working evenings/weekends; the language instead is supportive of management's needs.

It was agreed that this is an issue that should be addressed during the bargaining process.

MTA Reports:

Day Bargaining Unit - Donna Sirutis

Governor's Race

Consultant Sirutis distributed information, handouts, and the MTA DVD on the upcoming governor's race. Discussion followed.

She urged Board members to not use campus computers to electronically distribute political campaign information or use campus mail to distribute print campaign information or literature. Members were also reminded that as state employees they are not allowed to solicit funds for any candidate.

For information on state tax appropriations on higher education, President Markunas recommended that Board members consult the *Grapevine* web site. Please see: <http://www.grapevine.ilstu.edu/>

It was moved and seconded that the MSCA Board direct Consultant Sirutis and President Markunas to design and obtain sticker "badges" for at least 20% of the faculty members at each campus, with a message to generate discussion about the governor's race. The motion passed.

It was moved and seconded that the MSCA sign onto the *MTA Member Mobilization 2006 Massachusetts Governor's Election, 100,000 Conversations for Great Public Schools and Colleges*. The motion passed.

Director - Len Paolillo

MTA Board meetings will be held 10/13 and 10/14. The MTA will be sponsoring television ads in support of Deval Patrick. Due to Director Paolillo's involvement in MTA, he will no longer be able to work directly on Patrick's campaign.

Local Chapter Reports

Worcester

Post-tenure review portfolios have just been submitted on campus. The interim VP will be reviewing the materials. Chapter leadership just found out that students enrolled in DGCE courses have been assigned to Day faculty advisors. It was noted that all state and community college distance education courses and information on these courses are available through a site called Massachusetts Colleges Online (MCO). Please see: <http://www.mco.mass.edu/>

Westfield

Searches are ongoing for a new Dean of Academic Programs and Accreditation and new President. Deval Patrick is visiting the campus in October and the Executive Committee is meeting with many groups on campus and conducting a variety of workshops to members around campus.

Salem

Post-tenure review materials have been submitted. The College president, Nancy Harrington, has announced her retirement after 17 years in office.

MMA

A positive bargaining session was held with management regarding health records and privacy and the online sexual education program.

A brief survey of chapters was made regarding the campus definitions of "types" of classes (as used in classroom visitations by departmental chairs). President Markunas noted that a discussion of definitions of "types" of classes will be placed on the ERC agenda.

MCLA

A small meeting was held in Williamstown with MTA leaders. Discussions included strategies for getting more MTA activities going in western Massachusetts. A meeting was held in Northampton, MA with a variety of MTA members including Tim Collins from Springfield. Discussions included *No Child Left Behind*, curriculum, and a lack of resources overall. Another meeting will be held in the future.

Mass Art

Passed.

Framingham

The faculty and librarians are in their "honeymoon" period with their new college president and the faculty are trying to re-establish a daycare facility.

Fitchburg

The Fitchburg chapter leaders gave the Board members a brief summary of activities on their campus.

A brief survey of chapters was made regarding the ability/inability of teaching faculty to have three or two day schedules.

MCLA - not a problem

Worcester - not a problem

Mass Art - not a problem

Salem - not a problem, but sometimes scheduling makes it difficult

MMA - not a problem

Westfield - not a problem, but sometimes scheduling makes it difficult

Bridgewater - not a problem

Framingham - not a problem, but sometimes scheduling makes it difficult

Bridgewater

Administrators other than the president and AVP are handling grievances. The AVP's assistant is handling step one grievances and an administrator in Human Resources is handling step two grievances.

The meeting adjourned at 1:46 p.m.

Respectfully submitted,
Nancy George
MSCA Secretary

