

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
April 27, 2012
Massachusetts College of Liberal Arts**

Present: Aldrich, Concannon, Donohue, Eve, Everitt, Falke, George, Hoagland, O'Donnell, Pavlicek, Rapp, Shartin, Stonehouse, Turk

Guests: Ron Colbert (Fitchburg), Donna Sirutis (MTA)

Approval of the Orders of the Day and the Minutes:

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 April 6, 2012 meeting. The motion passed.

Visiting Speakers' Time:

No visiting speakers.

MSCA Officers' Reports:

President – C.J. O'Donnell

Day Bargaining

The March 7, 2012 tentative agreement was ratified overwhelmingly by the day membership.

Post Tenure Review

Of the eleven anomalies that appeared when PTR results were first reported all but two cases have been resolved. The two cases are at Bridgewater.

Legislation

The sabbatical bill is still sitting in House Ways & Means. It is doubtful that any action will be taken on the bill until the state budget is passed.

Self Service Time and Attendance

The BHE recently offered the MSA an opportunity to impact bargain over the BHE's plan to have some MSCA unit members participate in *Self Service Time and Attendance*, a system whereby employees would report their hours worked online. The MSCA said that we needed more information before being able to make a decision regarding impact negotiations.

The administration at each university decided which of their employees would be required to self-report time. This was never disclosed to the MSCA. Some of the

universities selected MSCA librarians to participate in the second roll-out date beginning in June. This may impact MSCA members' workload even if they are not inputting their own time.

President O'Donnell and MTA Consultant Donna Sirutis attended a briefing on the system. Last Friday the four MSCA Officers and Consultant Sirutis attended a demonstration of the system, the first day the system was operational. During the demonstration the system crashed.

The MSCA will be deciding how to proceed. Discussion followed.

Vice President – Amy Everitt
No report.

Secretary - Nancy George
No report.

Treasurer – Glenn Pavlicek
Monthly Expenses Report
The MSCA Monthly Expenses Report was distributed and reviewed by Treasurer Pavlicek.

Dues
The MSCA is in good shape regarding dues collection; only three full-time temporary faculty members have yet to submit paperwork for dues or agency fee deduction.

Local Support
Chapters need to submit requests to Treasurer Pavlicek to receive their chapter allocations.

MSCA Committee Reports

Day Bargaining – Dan Shartin
The committee will meet at Mass Maritime on May 25 to review a draft of the 2012-2014 agreement that includes the incorporation of the March 7th tentative agreement language changes.

DGCE Bargaining – Sue Dargan
A draft of the 2012-2014 agreement was sent to management on March 27th. There has been no response to date.

Elections – Robert Donohue

Chair Donohue provided the Board with a report of the committee's activities. A full report will be made at tomorrow's Delegate Assembly. In summary, the following MSCA members were elected in the Officers Election: C.J. O'Donnell, President; Amy Everitt, Vice President; Glenn Pavlicek, Treasurer; Nancy George, Secretary.

Grievance – Sandra Faiman-Silva

Not present.

MTA Reports

Director – Ron Colbert

The MTA Board of Directors is proposing a \$4.00 dues increase for the coming year and a \$5.00 increase in the Media and Organizing campaign.

DGCE Bargaining Unit – Bob Whalen

Not present.

Day Bargaining Unit – Donna Sirutis

Student Teacher Supervision

Consultant Sirutis requested that chapter presidents provide her with information on how student teacher supervision is handled on each campus. She needs specific details on whether there is a mix of field supervision and in-class instruction as well as whether faculty supervising student teachers are compensated for both components. In addition, she needs to know if mileage is compensated and if so, at what rate.

Other Items

Consultant Sirutis noted that consensual relationships between faculty and students may result in the faculty member being terminated due to language in the affirmative action policy.

Consultant Sirutis participated in an NEA webcast focused on leadership development of younger faculty members. She noted that according to the webcast, many younger members (under 30 years old) are turned off by union activities due to the negative atmosphere of union meetings and discussed other aspects of the webcast that seem to attract younger members. Discussion followed.

Chapter President's Reports:

Worcester

There will be a \$500 student fee increase next year.

The Chair of the Worcester Board of Trustees noticed an absence of cars on campus on Fridays and said that he would become involved in class scheduling to insure that more students and faculty are on campus on Fridays.

One of the public schools in Worcester laid-off all of its faculty and staff. Faculty and staff will need to re-apply for their jobs after the administration quickly changed the job descriptions. The Worcester Education Association and MTA leadership are fighting this.

Westfield

The university president denied a nomination for the Chair of the Nursing Department. Discussion followed.

The \$33 million STEM building has generated a great deal of discussion on campus.

The State Police have been on campus intimidating faculty and students due to a recent incident on campus.

Salem

In an attempt to increase diversity among the faculty, administration is making it difficult for search committees to hire qualified candidates. There have been two tenure denials; one was overturned at the President's level. There will be a 40,000 square foot wellness center built on campus. Student fees will increase \$380 next year.

Mass Maritime

The poor air quality on the ship is causing a large number of illnesses during the annual Sea Term. Faculty and parents are concerned about the situation. Discussion followed.

MCLA

Chapter President Rapp welcomed the Board to MCLA.

The faculty met recently and stated there are too many committees and the number is creating a large burden on the membership. The members have also voiced their displeasure with the Vision Project. The faculty presented a list of items they would like to see changed (in regards to committee activities and the Vision Project) to Academic Affairs and is seeking a response on what can be done about the situation.

Mass Art

Not present.

Framingham

There has been a rapid and dramatic increase in student enrollment causing a stress in advising, class scheduling, etc.

An outside consultant has recommended the hiring of a Diversity Officer to increase diversity on campus. Unfortunately, there is no funding for the position.

Campus police will be armed.

The university strategic plan states that within five years most of the students will be STEM students.

There is an over-abundance of committee work at Framingham. Chapter President Donohue recently spoke with the vice president about this. The vice president noted that new faculty should first establish themselves as scholars and then contribute to service on university committees.

There appears to be some tension between some senior administrators. It is hoped that this tension will be resolved in the next few years.

Fitchburg

There is a proposed \$400 student fee increase. The new Associate Vice President has been selected and will begin on June 1st. Faculty are meeting to discuss PARCC.

Bridgewater

There will be a \$500 student fee increase next year. There have been tenure, promotion, reappointment problems this year. There are currently 72 grievances on campus.

The meeting adjourned at 1:15 pm.

Respectfully submitted,
Nancy George
MSCA Secretary