

2016 MSCA Officer Election

Certified Candidates

Office	Name of Candidate
President	<u>Christopher J. O'Donnell</u>
Vice President	<u>Robert L. Donohue</u>
Treasurer	<u>Glenn Pavlicek</u>
Secretary	<u>Nancy George</u>

Christopher J. O'Donnell

Massachusetts Maritime Academy

I seek re-election as MSCA President to continue the progress we have made advancing the interests of the state university faculty and librarians while continuing to work to stave off attacks on public higher education.

My experience in the MSCA and MTA began in 1998. I served as chapter president at Mass Maritime for eight years. I served two years as MSCA Vice President and have been MSCA President for eight years. I have served on most MSCA committees, having chaired both the day and DGCE bargaining teams. I chaired the MTA Government Relations Committee for four years, currently serve on the MTA By-Laws Committee, and have been the MSCA's representative to the MTA Board of Directors for two years.



Some important accomplishments these last two years include: settling the 2015-2017 DGCE contract now up for ratification; convincing management to jointly submit H 2402, a bill to provide health insurance for day part-time and DGCE faculty reaching the 30-hour threshold; working with NEA and MTA to organize chapters and talk to agency fee payers about the benefits of union membership; working to help the universities move towards compliance with the 15% cap on part-time sections, resulting in increased hiring of full-time faculty, many who were previously part-time; and leading a successful effort at the 2015 MTA Annual Meeting to fight a \$6 due increase (for the first time in decades).

My goals next term are to complete an underway gender equity salary study; protecting day contract language when negotiations begin next winter; working with MTA on a Constitutional amendment to allow an additional 4% tax on income over \$1 million targeted for education and infrastructure improvements. I ask for your help to accomplish our common goals and for your vote this spring.

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Robert L. Donohue

Framingham State University



I seek election as MSCA Vice President.

I am committed to the union movement and to improving wages and working conditions of academics in public higher education. My commitment stems from my experience as a unionized graduate assistant at the University of Florida. Florida is a “right to work state” where members of the unit may pay nothing to the union and still receive all the protections and benefits of the collective bargaining agreement. As a full-time graduate student and part-time employee in a “right to work state,” I became a dues-paying member of the union, eventually taking on the roles of local vice-president, grievance officer, and chief negotiator.

As a member of the MSCA Board, my focus continues to be on grievances and negotiations. I am a member of the MSCA grievance committee and MSCA bargaining committee. I also serve on the Employee Relations Committee where important decisions are made regarding implementation of our collective bargaining agreement.

Since October of 2014 I have served as MSCA vice president, completing the term of Amy Everitt. In this role, I have:

- Represented MSCA concerns to the MTA and NEA about the high dues rate part-time members pay
- Spoken at MTA meetings against raising dues before addressing the unfair dues burden on part-time MSCA members
- Testified before the legislature in support of a bill to provide health care to part-time faculty
- Represented the MSCA at events in support of fair contracts for community college and UMass faculty

I ask for your vote so I may continue working to improve the wages and working conditions of all members of the MSCA.

Glenn Pavlicek

Bridgewater State University



I am seeking re-election for MSCA Treasurer. During the past ten years, the MSCA has maintained a solid financial footing despite the extremely trying times. During that time, the MSCA portion of our dues has decreased for full time faculty/librarians and for part time faculty. I am especially proud of the fact that our audits have all been received without qualifications or concerns.

By far the most time consuming part of the Treasurer's job is tracking our membership, particularly part time faculty. The staff in our office has done a great job communicating with both Academic Affairs and Continuing Education staff at all nine State Universities in order to maintain current records. This has allowed us not only to have more accurate information for communicating with our members and running elections, but also has allowed us to bill for dues on a more timely basis.

I am proud of our staff and the work they do and look forward to serving you for another two years. Towards this end, I would appreciate your vote.

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Nancy George

Salem State University

I have been a librarian at Salem State University for the past 20 years. Prior to coming to Salem State I worked in libraries at Cornell University and Indiana University, Bloomington. There I served on librarian and staff councils, fighting for employee rights and salaries without the support of a collective bargaining agreement. After arriving at Salem State University, I focused my efforts to create positive changes in faculty members' and librarians' work lives through my activities in the MSCA. This continues to be my goal and focus. I feel honored to be an active member of the MSCA.



My desire to help others professionally has made me active in professional librarian organizations. I have served in leadership positions and on committees and task forces within a number of organizations including the American Library Association, the Association of College and Research Libraries New England Chapter, NMRLS, and the North of Boston Library Exchange. It has been incredibly satisfying to create leadership, continuing education, and professional opportunities for other librarians – as well as influence the delivery of information resources to the citizens of Massachusetts.

In the MSCA, I serve as the MSCA Secretary, chair of the Librarians Committee, Salem Chapter Director, and MSCA representative and treasurer of the MTA/BHE Health and Welfare Trust. As the MSCA Secretary I work hard to produce high quality minutes of each meeting and run the yearly NEA-RA delegate election for the MSCA.

I am a strong supporter of academic freedom, faculty/librarian tenure, and the need to improve faculty/librarian working conditions, benefits, and salaries.

It has been a great honor to serve you as the Secretary of the MSCA. Thank you for considering my candidacy and I very much appreciate your vote.