

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
June 3, 2016
Massachusetts Maritime Academy**

Present: Berg, Bullens, Colligan, Craghead, Donohue, George, Hennessy, Mason, McAloon, O'Donnell, Payne, Ramsden, Washington

Guests: Roberta James (MTA), Hemant Pendharkar (Worcester)

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 of the April 29, 2016, meeting.

The motion passed.

MSCA Officer's Reports

President's Report – CJ O'Donnell

DGCE Contract:

President O'Donnell reported that the DGCE contract is posted online and that the MSCA and MTA have signed the signature page. The MSCA is waiting for management signatures.

Meeting with State University Presidents:

Efforts to find a mutually convenient date, time and location have failed. President O'Donnell hopes the groups can meet early next year, before bargaining on the day contract begins.

Chapter Elections:

President O'Donnell requests that chapters that have held elections to report new officers to Roberta Govoni as soon as possible.

2016-2017 Meeting Dates:

President O'Donnell distributed a proposed schedule for the Board to take action on.

It was moved and seconded to approve the proposed Board meeting dates for the 2016-2017 academic year as distributed with the following modifications:

October 7, 2016 – Bridgewater (not Salem)
May 5, 2017 – Worcester (not Framingham)
May 5, 2017 Delegate Assembly – Worcester, 4-6 pm (not Framingham)
June 2, 2017 – Salem (not Bridgewater)

The motion passed.

MTA Bylaws Dues Reduction:

A proposed by-law change passed that reduces dues for part-time faculty teaching less than half-time from 30% of full-time dues to 20.4% of full-time dues, and for those teaching fewer than three credits from 15% of full-time dues to 10.2% of full-time dues (each a 32% reduction).

A proposed by-law change passed that reduces dues for members earning less than \$18,000 per year from 30% of full-time dues to 20.4% of full-time dues, and for those earning less than \$9,000 a year from 15% of full-time dues to 10.2% of full-time dues (each a 32% reduction).

Additional MSCA Seat on the MTA Board of Directors:

The MSCA now has at least 2,850 MTA members and so the MSCA will be considered a district within MTA and as of July 1, 2016 will have a second seat on the MTA Board of Directors.

MTA's Save Our Public Schools Campaign:

MTA delegates voted to fully fund the campaign via the Public Relations and Organizing assessment for the FY 2017 fiscal year with the remainder to be taken out of reserves.

H4289 – Legislation Limiting Sick Leave Buy-Back (Rep. Colleen Garry, D-Dracut):

On May 16th MTA notified members of HELC that Rep. Colleen Garry (D) had filed legislation on April 26th limiting the buy-back of sick leave to 15% of one's salary. MTA knew of the bill for weeks but only let HELC know about the bill when the hearing was scheduled 48 hours later.

Several members of HELC were very upset with the last-minute notice when it was known that the bill affected many of the higher ed units. The UMass Boston faculty unit said it would not testify against the bill (they would not be affected) and the UMass Amherst faculty were silent (they also would not be affected).

After many exchanges Dan Clawson wrote:

“We could ask for all the information, but it might not be helpful, given that more than 1500 bills are filed, there were more than 1300 amendments to the House FY2017 budget, etc. If we get all the info we may be drowned. Part of what we do for our members, and part of what MTA does for us, is filter things. That's what the members want from us, and I think that's what we want from MTA.”

This set off a new volley of emails.

President O'Donnell distributed his testimony and that of APA President Sherry Horeanopoulos.

It was ultimately pointed out that the bill affected nearly every K-12 unit, but those units were not being notified that the bill existed or was being heard until the HELC storm. Barbara Madeloni testified against the bill on behalf of MTA.

H4341 – Legislation Limiting Sick Leave Accrual (Governor Baker):

On May 25th Governor Baker filed a bill to limit the accrual of sick leave to 1,000 hours, but grandfathered who already had accrued more than 1,000 hours. Those members' accrual limit would be the number of hours they have accrued when the legislation is signed.

While the governor claims the purpose of the bill is to this is to save \$3.5 million a year in sick leave buy-back, other steps could have been taken to do this without limiting sick leave accrual. As written the governor's bill would affect UMass Amherst and UMass Boston faculty units.

Committee Nominations:

It was moved and seconded to accept the following standing committee nominations for 2014-2016:

AA/EO/DIV:
Walter Harper (Bridgewater)

The motion passed.

It was moved and seconded to accept the following nominations for the Investment Committee:

Jon Cash (Bridgewater)
Madhavi Venkatesan (Bridgewater)
Tom Whalen (MCLA)
Jon Cash (Bridgewater)
Raminder Luther (Salem)
Nick Aieta (Westfield)
Chris Gullen (Westfield)
Allison Dunn (Worcester)

The motion passed.

Vice President – Robert Donohue

Vice President Donohue is investigating the feasibility of putting a general calendar of activities and events on the MSCA web page.

Vice President Donohue stated that the general tone of the higher education caucus, at the MTA Annual Meeting, was reminiscent of the prior MTA leadership. Regarding the dues structure for part-time employees, K-12 members are typically not aware of the pay/benefit plight of part-time higher education members. This adversely influences K-12 members' ability to understand the need to modify the dues structure for part-time members.

Secretary – Nancy George

No report.

Treasurer – Glenn Pavlicek

In Treasurer Pavlicek's absence, President O'Donnell will email Board members the Monthly Expense Report.

MSCA Committee Reports:

Grievance – Pendharkar

Chair Pendharkar stated that he is hoping that the members of the Grievance Committee continue serving on the committee as the committee members work well together.

Chair Pendharkar provided Board members with a brief report. It was noted that a recent mediation did not go well.

MTA Reports:

Day – Roberta James

Consultant James suggested that chapter presidents should have conversations with their university presidents regarding mediation cases.

Members are entitled to representation at Title IX hearings. Both contracts continue to forbid action being taken based on anonymous complaints and members should not be required to respond to anonymous complaints.

Consultant James recommended that MSCA members work to defeat the November ballot question lifting the cap on charter schools through phone banks and door-to-door canvassing. She requested that those members who are interested in participating in such activities let her know.

Health & Welfare Trust – Nancy George

No report. The Health & Welfare Trust will be meeting next week.

Board of Directors – CJ O'Donnell

No report.

Chapter President Reports:

Worcester:

Program area chairs and the committees they have been forming, outside of the CBA, have been problematic on campus. Discussion followed.

Westfield:

A former university administrator will be returning to the faculty. An effort by the administration to force the Committee on Tenure to conduct a review without having sufficient time to review materials was recently averted.

The university's graduation ceremony this spring was four and a half hours long.

Salem:

There is a space crisis on campus. The new library has been earmarked by the provost as having space for administrative offices. It was noted that the provost was not voluntarily forthcoming in providing library staff members with his plans to utilize portions of the library for administrative offices.

The assistant provost, Amy Everitt, returned to the faculty as of May 25, 2016.

Mass Maritime:

Due to the large number of students on campus, the training ship cannot accommodate freshmen on its winter Sea Term. Instead, some freshmen are undertaking experiential learning modules, which take them to foreign locations. Faculty overseeing these experiences feel they are not being compensated at the same rate as those faculty who serve on the training ship.

The spring chapter meeting will be held next week.

The school is trying to offer more and more online courses. Faculty members are provided with money to develop courses online.

Rumors on a retirement incentive at Mass Maritime persist.

MCLA:

The recent graduation ceremony was two hours long.

Faculty members have to be certified to teach online before they teach online courses.

There have been many more grievances on campus of late.

Mass Art:

The new *MassArt* president of began June 1.

Chapter President Mason was successful in a recent PTR appeals.

APA and AFSME members want campus police armed; MSCA members and campus administrators do not want campus police armed. The Trustees will vote on arming campus police in the near future.

Chapter President Mason will be offering diversity training to faculty members. The first training session will be held October 19, 1-3pm.

Framingham:

DGCE retroactive pay appeared in the May 20th paycheck, but the calculation of retirement deductions in some cases were computed incorrectly.

There has been a series of grievances regarding tenure denial.

The administration has tried to schedule undergraduate education courses after 4:30 pm and at night. After faculty members refused to teach at those times, the administration pulled those courses and offered them through the DGCE program. Discussion followed.

A faculty member has been contacted by the administration regarding anonymous complaints filed many months after the student claimed an incident took place and after the student was placed on academic probation.

Fitchburg:

The recent graduation ceremony was three hours long. Chapter President McAloon delivered a 90-second address to the graduates.

Faculty members would like to teach more online courses.

There have been many deans switching administrative positions.

A company called Academic Partnerships has been hired by the university to assist in recruiting students to enroll in courses. The company receives a portion of the tuition and fees.

Director Berg raised several questions regarding the arrangements around Academic Partners. Discussion followed.

Bridgewater:

There have been tenure denials and non-reappointments. The Board of Trustees approved these denials without knowing the faculty members' names or the circumstances around the recommendations.

University President Clark required that the online travel reimbursement system be modified after agreeing that it was too difficult to use.

President Clark is hearing step 2 grievances, has provided a copy of the university budget, and is working to have the university comply with the 15% rule. The proposed solution for compliance with the 15% rule is based upon the solution recommended by chapter leadership last year. \$600,000 has been earmarked for full-time faculty hires to reduce reliance on part-time faculty. Thirty-nine full-time temporary faculty members will be hired for the 2016-2017 academic year; tenure-track faculty members will be hired for academic year 2017-2018.

President Clark is working on having a transparent and democratic university.

The dean of continuing studies has proposed providing a \$1,000 bonus for faculty who teach online DGCE courses.

Lee Torda will be the new Bridgewater Chapter Director.

Old Business:

Gender pay equity study

There was no discussion on this matter.

Stonehouse Scholarship Fund

This item will be discussed at a future meeting.

The meeting adjourned at 3:30 pm.

Respectfully submitted,
Nancy George
MSCA Secretary