

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
October 6, 2017
Massachusetts College of Liberal Arts**

Present: Bullens, Chenault, Colligan, Craghead, Donohue, Falcetta, George, Gubbins, Gullen, Hegbloom, Hennessy, Krishnamurthy, O'Donnell, Ramsden, Washington

Guests: Amy Everitt (Salem) – via speakerphone, 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 June 2, 2017, meeting. The motion passed.

MSCA Committee Reports:

AA/EP/DIV Morales-Diaz (presented by Rutter)

In the summer of 2017, the AA/EO/Diversity Committee discussed the first task that it wished to undertake as a body – request information from each of the nine state university campuses regarding their diversity initiatives. A letter was drafted and at the request of the committee members, the chair was to contact a campus representative who had been identified as most closely responsible for the information the committee was requesting.

An email was sent during the summer to the following institutions: Bridgewater State University, Framingham State University, Massachusetts College of Art and Design, Worcester State University, and Westfield State University. The AA/EO/Diversity committee representative, chapter president and institution president were also copied in the email.

Initially, we had no contact information for MCLA or MMA at the time the original emails were sent out to the campuses. As of today, four universities have responded with the information requested: Framingham State University, Massachusetts College of Art and Design, Massachusetts Maritime Academy, and Westfield State University. Walter Harper, committee representative for Bridgewater State University, is following up with his institution, and we are awaiting a response from them. I did receive information from the MCLA chapter president and sent out the request to the contact person identified.

The information we seek from the campuses is the following:

- A summary of activities pertaining to the campus structures and activities aimed at supporting diversity and inclusion for faculty and librarians.
- Information on how the institution is fulfilling Amendment 5 of the Advisory Committee for Equal Opportunity, Diversity and Affirmative Action: “The President of each University shall appoint an Equal Opportunity, Diversity and Affirmative Action Advisory Committee. This Committee shall consist of members representing the respective campus constituencies of administration, faculty and librarians, and staff, and should attempt to include student(s).” We also asked for the names of the MSCA members on the committee.

- Update on the most recent Title IX training conducted and the modality or structure of that training.
- Information on the most recent campus climate surveys related to diversity if one was conducted.
- Information on whether the campus has or plans to have a Chief Diversity Officer.

This information will allow us to compile the data so that we may provide feedback on how the committee believes the campus initiatives can be improved should there be a need to do so. We also want to ensure that those activities are aligned to the BHE Diversity Plan that was approved in 2014 and implemented in 2015. The committee is also planning to cross reference the data so that it may determine any connections among the campuses. The goal would be to determine if there is any intersection in the efforts, activities, and initiatives across the institutions.

At this time, we are planning on scheduling meetings for the 2017-2018 academic year. In light of the recent racist events on several of our campuses, we invite guidance, questions, and input from the board about how we can consider focusing our actions. We would also like to encourage all campuses representatives on the board to bring our activity to their members' attention. For those Presidents who do not yet have a representative on the AA/EO/Diversity Committee, please let us know what assistance we could provide you to help generate interest.

Day Bargaining – Everitt

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.

DGCE Bargaining – Rutter

There is currently nothing to report. The second date was voluntarily canceled to allow APA to use that date for their bargaining. No financial offer has been yet made.

Elections – Donohue (for Mabrouk)

Election Vendor

It was moved and seconded to approve *Survey & Ballot Systems* as our vendor for the 2018 Officer Elections. The motion passed.

Election Method

It was moved and seconded to hold a hybrid election. The motion passed.

MSCA Election Rules for Members, Spring 2018 MSCA Officer Election

By consensus, the Board approved the language and grammatical changes to the *MSCA Election Rules for Members, Spring 2018 MSCA Officer Election*, other than the modifications in the following motions:

It was moved and seconded to modify Rule 5 to read:

A draft copy for the voting instructions, online ballot, and paper ballot and its outer envelope to be sent, will be available for Certified Candidates to review one week before the formats for these materials are finalized. The Elections Committee will consider any feedback or requests to these materials.

The motion passed.

It was moved and seconded that the language in Rule 12 shall stay the same, with no modifications. The motion passed.

It was moved and seconded that the language in Rule 17.C. read:

The Arbitrator shall prepare a notice of hearing including the date and place of the hearing. The notice, including a copy of the challenge(s) shall be sent to each Certified Candidate and Nominee.

The motion passed.

Spring 2018 MSCA Election Calendar

By consensus, The Board approved the language to the *Spring 2018 MSCA Election Calendar*, other than the changes in the following motions:

It was moved and seconded to have the November 1, 2017 deadline to read:

Earliest date by which interested parties may secure nomination papers for any MSCA office. Requests should be sent in writing via certified mail to the MSCA Nominations and Elections Supervisor indicating the office sought, as per Article IV(2a).

The motion passed.

It was moved and seconded to modify the language under the December 1, 2017 deadline to read:

The Nominations and Elections Supervisor will post the approved Spring 2018 MSCA Election Rules and Calendar on the MSCA website by this date.

The motion passed.

It was moved and seconded to modify the language under the February 2, 2018 deadline to read:

Date by which Nominations and Elections Supervisor submits to the MSCA Board of Directors, members of the Elections Committee and all those who requested nomination papers, a list of Certified Candidates. A request will be made to Chapter Presidents to distribute the list of Certified Candidates to their memberships, and the Nominations and Elections Supervisor will post the list of Certified Candidates on the MSCA website. Along with the list, Certified Candidates will receive contact information for the MSCA Board of Directors, Elections Committee, Chapter Presidents as well as a copy of the Spring 2018 MSCA Election Rules and Calendar.

The motion passed.

It was moved and seconded to allow the striking of the phrase, *Communications persons* from the calendar language. The motion passed.

It was moved and seconded to modify the language under the March 15, 2018 deadline to read:

Date by which dues must be paid for an MSCA member to be eligible to vote, determined by Articles II(2) and IV(3a).

The motion passed.

It was moved and seconded to modify the language under the March 16, 2018 deadline to read:

Ballots or voting access information is sent to all eligible Union members by the Supervising Agency (to be determined by the MSCA Board of Directors).

The motion passed.

Grievance – Pendharkar

Chair Pendharkar provided Board members with a brief report. It was noted that mediations have been scheduled for the academic year and there are no backlogs.

There continue to be problems with faculty start dates. Contractually, the faculty start date is September 1. Some institutions have been setting faculty start dates in late August, which is problematic regarding pay increases. Discussion followed.

The grievance training has been found quite useful by those attending. There will be additional training sessions in the future.

Librarians Committee – Zeff

Not present.

Chapter President Reports:

Bridgewater

Chapter President Hegbloom gave a brief report on the bargaining climate and activities on campus. It was noted that there is a positive vibe on campus among faculty and librarians on these activities. She requested guidance regarding activities and messages. Discussion followed.

She recently met with the EO officer regarding issues on campus involving faculty/librarians and Title IX issues. MTA Consultant, Roberta James, attended the meeting with the chapter president.

Additional administrators are being hired. A question was posed to Board members regarding faculty on administrative search committees.

Fitchburg

There is much support among faculty regarding bargaining activities. In addition, there is solid communication from the chapter leadership to faculty/librarians regarding bargaining information. Events and activities have been planned. The chapter president provided the board with information regarding strategies. The Fitchburg faculty and librarians are worried about take backs in bargaining.

Framingham

A faculty member requested a copy of the MSCA's 990 form.

A question was posed by Framingham chapter leadership regarding faculty parking charges. Discussion followed.

Morale and solidarity among Framingham faculty and librarians is high in regards to bargaining activities.

The chapter president provided the board descriptions of a number of campus, bargaining-related activities.

Chapter President Donohue was up-front with faculty and librarians in regards to faculty/librarian involvement on committees not mentioned in the CBA.

There will be a teach-in on family diversity and change. Chapter President Donohue will be one of the speakers.

MassArt

This past summer, the Academic Affairs budget was released. There was no logic behind cuts being made. Over the summer, MassArt faculty and librarians met three times to discuss this issue. Impact statements from faculty were sent to the academic affairs office. Some budgets were restored, but it is still unclear as to how budgetary decisions were made. The chapter is pushing the president for more budget transparency.

There has been great solidarity and enthusiasm among MassArt faculty and librarians in regards to bargaining activities.

The new president's inauguration will be on October 20.

The provost search is continuing. There will be focus groups for faculty input.

The strategic planning process is beginning again.

MCLA

There has been 100% buy-in for work-to-rule activities. Over 40 MSCA t-shirts were distributed. The president of MCLA said he would contact the BHE and apply pressure. Examples of bargaining tactics and activities were provided to board members.

There are currently two chapter grievances.

MMA

There are two Step 3 grievances.

At orientation, MSCA t-shirts and stickers were distributed to faculty by MSCA chapter leadership.

At the first department chairs meeting, all department chairs, excluding a few in uniform, received and wore a MSCA t-shirt.

On August 1, the new dean began. Thus far, he has been easy to work with.

The work-to-rule activities have been an educational opportunity for many on campus.

There is a grievance over parking.

Salem

Chapter President Gubbins provided Board members with an overview of campus bargaining activities. The faculty and librarians are enthusiastic about work-to-rule activities. There was a work-to-rule informational chapter meeting on campus recently for faculty and librarians. In addition, the chapter president met with the provost and spoke with him about the non-contract committees.

It was noted that the former dean of DGCE, Mary Churchill, is no longer working at Salem State University.

The presidential search resulted in the non-diverse, male, non-academic, local candidate being hired. The candidate not hired is a female, Latina academic. A MSCA Salem Chapter survey revealed that 70% of faculty and librarians wanted the candidate not hired selected as the university president. Discussion followed.

There has been quite a bit of turnover among administrators on campus.

Last week, racist graffiti was spray painted on the baseball field's seats by unknown individual(s). It is surmised that this might have been in response to a recent speaker on campus. It took a number of days before administration planned out a response to this. This past Thursday, classes were canceled for an hour for a diversity rally. It was noted that most of the speakers were white; however the students involved in the event were fantastic.

Westfield

The chapter president described in detail the campus climate at Westfield. Discussion followed.

There is a new provost. He seems to be anti-union.

Faculty have participated in work-to-rule activities. They are working on more action and visibility. MSCA t-shirts have been distributed.

Worcester

At convocation MSCA stickers were passed out. The provost, deans and president received and wore the stickers. It was wondered if the stickers were bold enough, considering the administrators wore the stickers during convocation. Chapter President Bullens is requesting that stickers be worn when meeting with administrators.

Faculty have requested pay when asked to attend weekend open houses.

Board members were provided with descriptions of bargaining and work-to-rule activities at Worcester. Faculty and librarians have been enthusiastic about work-to-rule activities.

At Worcester, the faculty teaching honors courses get 4 credit hours for teaching a 3 credit course. No other campus does this.

MTA Reports:

Day – Roberta James

Consultant James will be meeting with every chapter executive board in the near future.

If anyone mentions Title IX to you, please contact the chapter president and Consultant James as soon as possible. Do not go to an EO meeting alone.

MTA Board

Director Washington will email minutes to Board members.

MSCA Board Minutes
October 6, 2017

Old Business:

MSCA Treasurer

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.

The meeting adjourned at 3:35 pm.

Respectfully submitted,

Nancy George

MSCA Secretary