

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
November 2, 2018
MTA Regional Service Center - Auburn**

Present: Bullens, Chenault, Craghead, Diakite, Donohue, George, Gubbins, Gullen, Hegbloom, Hennessey, Krishnamurthy, Love, O'Donnell, Ramsden, Rutter, Seceleanu, Washington

Guests: Amy Everitt (Salem), 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 October 5, 2018, minutes.

The motion passed.

MSCA Committee Reports:

Bargaining – Everitt

Chair Everitt thanked members who participated in the BHE meeting protest last week. The Bargaining Committee chair, accompanied by the co-chair, presented at the meeting. They made it clear in the presentation as well as in the leafleting, that the BHE is violating the law.

The CBA has still not been submitted to OER.

President O'Donnell reviewed the funding process and communications regarding the CBA he has had with various administrators.

It is surmised that the university presidents are the reason why the CBA has still not be submitted to OER due to equivalency cost issues.

It would be useful to see financials of the state universities, in particular administrators' salaries, and the legal costs for these collective bargaining delays. Data collection, data analysis, and communication of these to each campus chapter are needed.

It was noted that many campuses are already paying 1 to 1 for equivalencies; thus, it is probable that the equivalency financial costs are being inflated by each university. Data on equivalencies is needed.

President O'Donnell reviewed how data will be collected.

Strategies were presented and discussed.

Elections - Mabrouk

In the absence of Chair Sarah Mabrouk, Vice President Donohue and President O'Donnell reported on the winners of the recent MSCA committee chair elections:

AA/EO/DIV – n/a
Bargaining – Amy Everitt, Vice-Chair Maria Hegbloom
DGCE Bargaining – Graziana Ramsden
Elections – Sarah Mabrouk
Grievance – Hemant Pendharkar
Legislation – Tiffany Chenault
Librarians – Nancy George, Vice-Chair William Lundmark

Chapter Presidents Reports:

Bridgewater

Chapter President Hegbloom recently met with the provost. In addition, there was a recent, special, civil discourse meeting called by the provost. Faculty and librarians are upset with the CBA issue.

Work to rule is being taken seriously. Chapter President Hegbloom discussed campus strategies and activities due to the CBA issue.

Early College is moving forward on campus. A grant with Fall River public schools was received. Classes will be co-taught with high school teachers at the high school. The courses are taught through DGCE under the practicum category, which does not exist in the DGCE contract. In addition, faculty are paid per student, not course. President O'Donnell will follow up on this.

Fitchburg

There was a successful open house held recently.

Chapter President Krishnamurthy attended the recent Board of Trustees meeting.

Campus workshops, sponsored by the MSCA, are being held on SIRII evaluations and grievance procedures. A special meeting will be held on work to rule.

The chapter president requested information on equivalencies on the different campuses.

There are a number of grievances on campus.

There was an incident on campus involving student aggression towards a faculty member. Discussion followed.

Framingham

The campus is backing up individual computer files electronically/remotely and the faculty/librarians wonder if this is electronic monitoring.

This coming Monday the chapter is celebrating those who recently received promotion or tenure.

Some meetings have been held regarding Early College. Dual enrollment courses are taught by DGCE. They will be taught by a university professor from either Framingham State or Mass Bay Community College with a classroom coach. The high school teacher is left out of this entirely.

Mass Art

New provost begins in January.

General Counsel was just hired.

The Board of Trustees will be deciding soon if the campus police should be armed.

Adjunct faculty are working on organizing efforts. They have had three meetings thus far.

There was an incident involving student aggression directed towards a faculty member.

MCLA

The President of MCLA came to a faculty forum on October 24.

The provost has proven to be difficult to work with.

Discussion followed.

MMA

A new, effective, well-liked dean has recently resigned. The acting dean, who was formerly the Registrar, has a bachelor's degree and no graduate degrees.

The VPAA is leaving in April. A search committee has been formed. There will be one faculty member on the committee.

Local politicians will be visiting the campus later in November.

Salem

On Monday there will be a meeting between the university president and executive committee.

There has been dialog with North Shore Community College. It is unknown what the dialog is about.

There are a number of grievances on campus. Some are concerning building maintenance and the choice of white boards vs. chalk boards.

There are concerns about campus enrollment and if there will be employee layoffs in May.

There are many different deans and interim deans at Salem.

Human Resources is difficult to deal with.

There are higher rates of students suffering from mental illness on campus.

Early College is a very small program. Two faculty members are involved. One is from English and the other history. The Salem High School teachers are in the classroom with the Salem State University professors.

Many faculty are not happy on campus.

Westfield

The “Westfield Promise” is up and running. This is an early college initiative with Holyoke High School. Two years ago the planning began for this program. Faculty are enjoying the work. Day load, undergraduate credit is given to the faculty. DGCE courses at 4.5 credits per course. The classes are taught with the high school teachers. Only certain faculty have been selected to participate.

The four-year, interim provost told chairs that they have to go to the open houses as university enrollment depends upon it.

Worcester

There are faculty search committee staffing problems due to conflict of interest rules and regulations. A grievance has been filed regarding this.

Search committee members are required to turn in their notes at the conclusion of each search.

A dinner will be held for adjuncts. A grant of \$2000 has been received that will be used entirely for adjunct faculty members’ projects.

MSCA Officer Reports:

President – O’Donnell

No report.

Vice President – Donohue

No report.

Secretary – George

No report.

Treasurer – Love

Monthly Expenses

Treasurer Love distributed and reviewed the monthly expense handout to board members. Discussion followed.

All fiduciary responsibilities have been fulfilled. The Form 990 and annual report have been submitted.

MTA Reports:

Day – James

Consultant James reported on *Fund Our Future*.

DGCE – Barrett

Not present.

Health and Welfare Trust – George

Contrary to previous thought, part-time MSCA employees are not eligible for dental insurance due to plan stipulations. Trustee George reviewed the costs associated with adding part-time employees to the plan. President O'Donnell emphasized the need for equity in providing dental insurance benefits to part time employees. Trustee George agreed and will be working with the Trust to rectify the situation. The next Health and Welfare Trust meeting is December 14, 2018.

Board of Directors – O'Donnell and Washington

Proposed policy changes

The 140.96 Local Election Dispute Resolution Process was distributed.

Due to the late hour, and the Grievance Committee waiting to meet, it was moved and seconded to adjourn the meeting. The motion passed.

The meeting adjourned at 2:45 pm.

Respectfully submitted,

Nancy George
MSCA Secretary