



Perspective

GIC Requiring All State Employees to Re-enroll in Health Care Plans during Open Enrollment

Re-enrollment in Health Insurance Plans Must Occur between April 8 and May 9, 2011

Pat Markunas, editor

If you read only one article in the *MSCA Perspective* this year, let it be this one. All employees living in Massachusetts who are currently enrolled in Group Insurance Commission health insurance **must re-enroll** during the annual enrollment period regardless if you intend to change health plans. Employees who have non-IRS and IRS dependent children age 19 and older on their health insurance plan will also have to re-enroll. This year’s Annual Enrollment is April 8 through May 9, 2011, for a July 1st change date. **Failure to re-enroll will result in your being defaulted into a health plan that you may not want.** The rationale behind this re-enrollment requirement is to reduce state employee health insurance costs for the Commonwealth. Don’t let the state decide which health insurance plan is best for you and your family. Become informed and be sure to make that choice for yourself. **All re-enrollment paperwork must be sent by May 9 to your campus Human Resources Office.** Do not mail this information to the Group Insurance Commission. Keep a copy for your own records. There will be a special three-month premium holiday for employees who sign up for one of the lower cost (more limited network) plans. However, this savings will constitute “imputed income” and will have to be declared as such on your tax forms next year. Enrolling in one of the GIC’s HMO’s (Fallon Community Health Plan Direct Care or Select Care, Harvard Pilgrim Primary Choice Plan, Health New England, and Neighborhood Health Plan) or the EPO (Tufts Health Plan Spirit) will save you money every month. However, your doctor or preferred hospital may not subscribe to these plans. Please remember that every year you have the opportunity to change plans during the annual enrollment period. To encourage employees to research all their health plan options, and possibly save money this year by changing to a lower cost plan, Benefit Fairs have been scheduled throughout the state (see box, this page). At the Benefits Fair, you can pick up health insurance plan information to make an informed decision about your choice of health plans this year and get answers to your questions. Benefits Fairs are not being scheduled on all campuses. The state is counting on people to default to a lower-cost health insurance plan. Those who default to a lower-cost plan will not receive the three-month premium holiday. Make every

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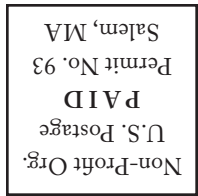
TUESDAY, APRIL 12 11 am-2 pm Berkshire Community College Paterson Field House 1350 West Street PITTSFIELD	FRIDAY, APRIL 22 10 am-2 pm Quinsigamond Community College Library/Learning Center Room 109 670 West Boylston Street WORCESTER
WEDNESDAY, APRIL 13 10 am-3 pm State Transportation Building 10 Park Plaza, 2nd Floor Conference Rooms 1, 2, 3 BOSTON	MONDAY, APRIL 25 10 am-2 pm U-Mass Amherst Student Union Ballroom AMHERST
THURSDAY, APRIL 14 11 am-3 pm Wrentham Developmental Center Graves Auditorium Littlefield Street WRENTHAM	TUESDAY, APRIL 26 10 am-3 pm Hampden County Sheriff's Department Hampden County Correctional Center 627 Randall Road LUDLOW
FRIDAY, APRIL 15 10 am-3 pm Middlesex Community College Cafeteria 591 Springs Road BEDFORD	WEDNESDAY, APRIL 27 11 am-3 pm Massasoit Community College Conference Center 770 Crescent Street BROCKTON
SATURDAY, APRIL 16 10 am-2 pm Boston Teachers' Union Hall 180 Mt. Vernon Street (off of Day Boulevard) DORCHESTER	SATURDAY, APRIL 30 10 am-2 pm Mass Maritime Academy Bresnahan Building Academy Drive BUZZARDS BAY
TUESDAY, APRIL 19 11 am-3 pm Northern Essex Community College The Technology Center Rooms 103 A & B 100 Elliott Street HAVERHILL	MONDAY, MAY 2 10 am-2 pm Bristol Community College Commonwealth College Center Atrium Area 777 Elsbree Street FALL RIVER
WEDNESDAY, APRIL 20 10 am-3 pm McCormack State Office Building One Ashburton Place 21st Floor BOSTON	TUESDAY, MAY 3 10 am-3 pm State Transportation Building 10 Park Plaza, 2nd Floor Conference Rooms 1, 2, 3 BOSTON

Information for Part-time Faculty Concerning OBRA Retirement Withdrawals

C. J. O'Donnell, MSCA president

If you are a part-time or DGCE faculty member who is required to participate in the state’s OBRA retirement plan, you should be aware that you can withdraw your money at the end of each semester or instructional period and put the money into a privately held retirement account, such as an IRA. The OBRA is not the same as a 401K and many financial planners are not aware of its particulars. OBRA is a mandatory “retirement” program that provides little benefit and has become even less attractive with a shift of administrative fees onto participants. Since part-time and DGCE faculty are required to sign a new contract each semester or instructional period, they are allowed to withdraw any funds from OBRA upon completion of each contract. You may be told that you are not allowed to withdraw the money, but that is not the case. At the conclusion of the semester or instructional period, you are no longer

employed by the state, and you therefore are eligible to withdraw your retirement contributions. This is the same reason part-time and DGCE faculty are eligible to collect unemployment benefits between semesters or instructional periods. You can call the fund administrator through the State Treasurer’s office to obtain more information and to service your account. The telephone number is (877) 457-1900, option 2. Information can also be obtained at <www.mass.gov/smartplan/participate/obrainfo.htm>. As always you should consult a financial advisor when making financial decisions. However, make sure that your financial advisor is fully aware of the OBRA policies and options. —This article is a revision of an article published in the Nov/Dec 2010 issue of the MCCC Newsletter.



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State University Chairs Meet for Feb. 25 Workshop at Framingham State

Pat Markunas, editor

Serving as a department chair at any college or university is one of the most challenging positions a faculty member can assume during an academic career. The truth of this assertion has come home for me, as I assumed the chair’s position in the Psychology Department at Salem State University for the first time in my 32-year career, last summer. I was thrilled to hear that MSCA and the state university Council of Presidents had decided to sponsor a statewide workshop for department chairs and library program area chairs.

Approximately 100 chairs, administrators, union representatives and other staff gathered at the McCarthy Campus Center at Framingham State University for a two-part program. The morning’s session was devoted to three important topics for chairs: evaluations, searches for new faculty, and handling complaints about department members.

Mark Peters, Esq., counsel for the state university COP, and Donna Sirutis, MTA consultant for the MSCA day unit, were the presentors. Both highlighted sections of the *Handbook for Department Chairs* (2008), published jointly by MSCA and the COP and available at <www.mscaunion.org> under the “Day and DGCE Contracts” link.

The importance of evaluating colleagues and managing the evaluation process in line with the contract was emphasized during the presentation on evaluation. The *Handbook* includes a table (reprinted below) showing the required frequency of classroom observations, information useful to both chairs and faculty members under review. Adherence to contractual deadlines (Appendix M) and limiting the scope of materials that can be added to a faculty or librarian evaluation portfolio after it is submitted were also reviewed.

A salient point from the presentation on the conduct of faculty searches was the importance of having written search procedures, developed through departmental governance, prior to the initiation of the search process. Another was the chair’s role in the search and his/her ability to make recommendations for candidates independent of the department’s search committee.

The liveliest discussion, however, centered around the handling of student complaints and other disputes within departments, topics that could command an entire workshop by themselves. The contract makes clear the chair’s responsibility to inform faculty members of any substantial complaint by a student or colleague that could affect their employment. Chairs are also required to try to resolve,



Francine Crystal (left), Hamish Blackman (center) and Adam Sutton (right) confer prior to their presentation at the Feb. 25 workshop for department chairs, Framingham State University.

informally and if possible, those complaints and conflicts.

The morning session ended with a brief mention of the upcoming return of voluntary post-tenure review for tenured faculty and librarians (see the Jan/Feb 2011 issue of the *MSCA Perspective* for details on PTR).

After lunch, three consultants from Breakthrough Corporation, a human asset management company based in Shrewsbury, led a session on departmental leadership. Hamish Blackman, a principal at Breakthrough Collaboration, has been providing training and educational services as well as organizational development and related activities to organizations in the public, private and non-profit sectors for over 15 years.

Blackman was joined by Breakthrough president Francine Crystal and Adam Sutton in leading the chairs in discussing such topics as the challenge of leadership, the journey of becoming chair, positional and personal authority, the challenge of change, crucial conversations and taking care of self. Lots of insight, laughter and personal stories were shared, revealing common challenges despite differences in the chair’s experience, the size of one’s department, and one’s specific state university.

Participants left more educated and enthused than they had arrived. Plans include the possibility of an annual chairs’ workshop or regional ones.

Frequency of Classroom Observations

The frequency of the conduct of classroom observations and the courses/sections to be observed are given in the table below; see the Agreement for the specific language [pages 96-98, full-time; pages 101-102, part-time].

Faculty Status and Personnel Action	Courses/Sections Observed ¹	Which Semester(s)?
First-year: reappointment	One section of each course.	Fall and Spring semesters.
Second-year: reappointment	One section of each type of course; no more than two observations.	Fall and Spring semesters.
Third-year: reappointment	One section of each type of course; no more than two observations.	Fall and Spring semesters.
Fourth-year: reappointment	One section of each type of course; no more than two observations.	Fall and Spring semesters.
Fourth-year: promotion from Instructor to Assistant Professor	One section of each type of course; no more than two observations.	Fall and Spring semesters of fourth year (none in Spring if promotion denied prior to being conducted).
Fifth-year: reappointment (hired on or after 1-1-2006)	One section of each type of course; no more than two observations.	Fall and Spring semesters.
Fifth-year: tenure (hired before 1-1-2006)	One section of each type of course; no more than two observations.	Only Fall semester of fifth year, unless candidate for promotion evaluation the following year.
Sixth-year: tenure (hired on or after 1-1-2006)	One section of each type of course; no more than two observations.	Only Fall semester of sixth year, unless candidate for promotion evaluation the following year.
During any terminal year	None.	None.
Any other faculty member for promotion	One section of each type of course; no more than two observations.	Last Spring semester of review period (Fall semester of evaluation period if not done in the Spring).
Full-time temporary	One section of each type of course; no more than two observations.	First and third semesters.
Part-time	One section of each course.	The semester of an evaluation.
Post-tenure review	One observation only.	Fall semester of evaluation period.

1 If the faculty member is teaching both distance education and in-class courses, one observation in each.

IN THE ASSOCIATION

Delegate Assembly to Consider Constitutional Amendments

C.J. O'Donnell, president



C.J. O'Donnell

The 2011 MSCA Delegate Assembly will be held at the Massachusetts Maritime Academy in Buzzards Bay on Saturday, April 30th.

Among the business items to be considered will be technical changes to the MSCA Constitution and By-laws necessitated by the state colleges becoming state universities last fall. For example, the Constitution has a number of references to “state colleges” which, if the proposed amendments are approved, will be changed to “state universities.” Other technical changes would replace references to the “contracts” with “collective bargaining agreements.”

As required by the Constitution, the MSCA Board of Directors approved the proposed amendments at its regular meeting on March 1. The proposed amendments have been sent to the chapters and are posted on the MSCA website.

To view the proposed amendments you may contact your chapter president (see page 4) or view them at <www.mscaunion.org> by clicking the link “Proposed Amendments to the MSCA Constitution.”

There have been discussions about changing the name of the association now that the state colleges are state universities. The most obvious change would be to call our union the Massachusetts State University Association.

Any name change would require amendments to the MSCA Constitution and a change in our website domain name. More complicated would be changes with the IRS and the MSCA’s incorporation papers. We are not prepared to do this at this year’s Delegate Assembly.

Please send any other suggestions for a name change to my office. Suggested name changes that the MSCA Board feels warrant consideration will be circulated to the general membership for input prior to the 2012 Delegate Assembly.

The proposed FY 2012 MSCA budget and dues (see page 4) will be discussed and voted on at the Assembly. If you are interested in representing your chapter as a delegate, please contact your chapter president or chapter elections committee for information about the election process.

Insurance Re-enrollment Required
(continued from page 1)

effort to attend a Benefits Fair in your area and make a decision for yourself.

In addition to the Fairs listed in the box on this page, Salem State University will hold its own Benefits Fair on Wednesday, April 27, from 11:00 am to 2:00 pm in Veterans Memorial Hall in the Ellison Campus Center on North Campus.

At Bridgewater State University, 28 one-hour sessions in mornings and afternoons will be held on various days during the GIC annual enrollment period. **Jean Galego** and **Dorothy Grosswendt** will be available at these sessions to answer questions and to help employees with forms.

Watch for mail sent to your home from the Group Insurance Commission about health insurance plans and the need to re-enroll. Don’t throw away this mailing. It contains your Benefit Decision Guide and Re-Enrollment Form.

To learn more about this year’s annual enrollment please go to the Group Insurance Commission’s website (below) and read articles under “News and Update” section in the right hand navigation column:

<http://www.mass.gov/Eoaf/docs/gic/annualenrollfy12/GICHealthfairposter11state.pdf>

Thank you for your attention to this important decision.

TRANSITIONS



Mark Peters, Esq., (standing) awaits his presentation at the Feb. 25 workshop for department chairs. Seated is his colleague from Rubin & Rudman, James Cox, Esq.

Mark Peters, Esq., Announces Retirement as COP Counsel

Mark Peters, Esq., long-time attorney for the state college/university Council of Presidents, announced his intent to retire from that service, to take effect over the next several months. Peters earned his bachelor’s degree from Yale University and his law degree from Harvard School of Law. He then joined the Peace Corps in Africa, where he was a lawyer for the government of Botswana in its Ministry of Local Government and Lands and taught in the law school at the University of Malawi.

As an attorney at Mahoney, Hawkes & Goldings, Peters was involved in the earliest negotiations for the original MSCA collective bargaining agreement in the late 1970s. He represented the Commonwealth of Massachusetts in the class action sex discrimination in salary lawsuit, filed on behalf of state college women faculty and librarians by MTA in 1985. That lawsuit was settled as prelude to the negotiations for the 1986-89 collective bargaining agreement, the so-called “salary equity contract.”

Peters has been the lead negotiator for management at the bargaining table for both MSCA units for nearly 20 years. He joined Rubin & Rudman in 2001. Peters anticipates that his partner, **James Cox**, Esq., will assume his responsibilities and that this transition will be seamless for the state universities and MSCA. Cox also joined Rubin & Rudman in 2001 and has played a parallel role representing the COP in relationship to the Association of Professional Administrators (APA) at the state universities.

MSCA president **C.J. O'Donnell** recently stated, “Although relationships with opposing counsel are, by their nature, adversarial, I will miss working with Mark. He has been helpful in dealing with numerous contract implementation issues over the years. I wish him the best in his retirement.”

—ed.

Mass Art Appoints RISD Dean as New President

On Feb. 28, the Mass Art Board of Trustees voted unanimously to appoint **Dawn Barrett**, dean of the architecture and design Division at the Rhode Island School of Design (RISD) to serve as the 11th president of the Massachusetts College of Art & Design.

Barrett was raised in Northampton and received her bachelor’s degree in art history from UMass Amherst. Her master’s degree is in product design from the North Carolina State University’s School of Design.

Barrett founded her own design and consulting firm in 1981 and spent a great deal of time in Europe as both a graphic designer and an administrator at the Jan van Eyck Academie, a post-graduate and research center for fine art, design and theory, located in Maastricht, The Netherlands.

Barrett succeeds **Kay Sloan**, who will retire after 15 years as the president of Mass Art. Neither Sloan, who also served as president of Greenfield Community College, nor her predecessor, **William O’Neil**, were artists by training but both led Mass Art successfully, working with MSCA to preserve Mass Art’s unique mission as the only free-standing public college of art and design in the U.S.

Nancy Cusack, acting chapter president, had this comment in a recent email: “Kay Sloan’s 15-year tenure at Mass Art has been truly remarkable. As Dawn Barrett moves into the presidency, the faculty and librarians offer her a very warm welcome and are eager to introduce her to the brilliant work taking place in our studios, library and classrooms.”

—Material for this article was taken from the March 2, 2011 issue of the Boston Globe.

—ed.

Fiscal 2012 Budget Proposal to the Delegate Assembly,
Pending Recommendation by the MSCA Board of Directors

	Fiscal 2011 Budget	Fiscal 2012 Budget Proposal
9010 Office Maintenance		
Telephone	3,000	2,000
Supplies	15,000	15,000
Postage	12,000	10,000
Insurance	2,000	2,000
Printing	5,000	2,000
Archives	2,000	2,000
	<u>39,000</u>	<u>33,000</u>
9020 Administrative Salaries/Payroll Taxes		
President	18,227	18,227
Vice President	8,358	8,358
Secretary	8,358	8,358
Treasurer	13,633	13,633
Grievance Chair	11,151	11,151
Negotiations Chair Day	7,316	7,316
Negotiations Chair DGCE	2,893	2,893
Editor	7,798	7,798
Webmaster	3,511	3,511
Archivist	1,553	1,553
Salary Database Supervisor	8,358	8,358
Chapter Officers' Stipends	8,000	10,000
Secretarial Services	188,000	200,000
Taxes	37,000	38,000
	<u>324,156</u>	<u>339,156</u>
9030 Board of Directors/Delegate Assembly		
Meetings	26,000	20,000
9040 Negotiations/Labor Management		
Sessions	20,000	20,000
Employee Relations Committee	<u>5,000</u>	<u>5,000</u>
	25,000	25,000
9044 Database		
Database Supplies/Meetings	1,000	1,000
9046 Librarians Committee	1,000	1,000
9050 Contract Administration/Grievance		
Committee Expenses	9,000	9,000
Arbitrators'/Mediators' Fees	14,000	14,000
Stenographers' Fees	<u>3,000</u>	<u>3,000</u>
	26,000	26,000
9060 Legislative		
Committee Expenses	1,100	1,000
Voter Voice/PHENOM	<u>3,200</u>	<u>3,200</u>
	4,300	4,200
9065 Affirmative Action Committee	500	500
9070 Communications		
Publication & Mailings 7 Issues	16,000	17,000
Related Expenses	<u>1,000</u>	<u>1,000</u>
	17,000	18,000
9080 Conventions/Workshops		
MTA, NEA-RA, NCHE/Membership	33,000	33,000
9085 Elections	500	8,000
9090 Auditor's Fee	8,000	8,500
9100 Discretionary Fund	400	0
9110 Local Support	20,000	22,000
9600 E-mail	<u>1,500</u>	<u>1,500</u>
TOTAL	\$527,356	\$540,856

Anticipated Income
Proposed Dues Structure

	Members	Current Dues	Proposed Dues	Total
Full-Time	1,655	\$200	\$200	\$331,000
Part-Time				
9-11 Credits	400	\$100	\$45	\$18,000
5-8 Credits	500	\$40	\$30	\$15,000
3-4 Credits	800	\$40	\$15	\$12,000
1-2 Credits	130	\$10	\$10	\$650
Total Dues Income				<u>\$376,650</u>
Total Projected Members	3,485			
2011-2012 Projected Income				
Dues Income		\$376,650		
Local Support Reimbursement from MTA		\$40,000		
Secretarial Reimbursement from Chapters		\$105,000		
Local Officer Stipend Reimbursement from Chapters		\$10,000		
Database Reimbursement from MTA		<u>\$9,300</u>		
Total Projected Income		\$540,950		

MSCA Perspective

A publication of the Massachusetts State College Association, the faculty and librarian union for the nine state universities in Massachusetts.

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