

# 2020 MSCA Officers Election

## Certified Candidates

<b>Office</b>	<b>Name of Candidate</b>
President	<a href="#">Christopher J. O'Donnell</a>
Vice President	<a href="#">Maria Hegbloom</a>
Secretary*	<ul style="list-style-type: none"><li>• <a href="#">Michelle Corbin</a></li><li>• <a href="#">Nancy George</a></li></ul>

\* Names listed in ballot-order as determined by lottery mandated by MSCA Constitution

# **Christopher J. O'Donnell**

## **Massachusetts Maritime Academy**



I seek re-election as MSCA President to build on the progress we have made in advancing the interests of the state university faculty and librarians while fighting attacks on public sector unions and public higher education.

In my 27 years as an MSCA member I have served as chapter president (Mass Maritime) for eight years, as MSCA Vice President for two years and as MSCA President for the past twelve years. I have served on most MSCA committees, having chaired both the day and DGCE bargaining teams. I chaired MTA's Government Relations Committee for four years, served on the MTA By-Laws Committee for six years, and have served as one of MSCA's representatives to the MTA Board of Directors for seven years.

One of the important accomplishments I am most proud of is the creation of formulary increases to offset salary inversion and compression. Formulary increases have mitigated some of the inequity found in an MSCA salary gender equity study. In the last round of negotiations I suggested diverting the funds for formulary increases, for three years, to further increase the day part-time rate resulting in a 13% increase in the 2017-2020 contract. We also significantly increased paid leave for birth and adoption.

Most notable among contract enforcement wins was the SJC decision on "The 15% Rule." The decision preserved limits on management rights that public sector unions across the state have negotiated

My goals for the next two years are to settle the day and DGCE contracts on fair terms, to stave off proposed limits on sick leave and librarian vacation leave, to conduct a salary study with a focus on gender and race equity, to continue to work for health insurance and pensions for part-time faculty, and to continue to be available to help members with their day-to-day problems with administration.

Public higher education and unions face an unprecedented level of threat to their future in the post-Janus era, coupled with financial shortfalls and under-enrollment. My long experience in both these areas will help us secure a strong and stable future for our state universities and the MSCA.

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# **Maria Hegbloom**

## **Bridgewater State University**

Experience: I have been involved in MSCA union leadership since 2015 as a representative on the Board of Directors for Bridgewater State University. I have served as the chapter president for the Bridgewater chapter since 2016. I have served as the interim Vice President of the MSCA since Fall 2019 and I am currently serving as the chair of our day bargaining team.

Goals & Values: My work with our union has been defined by an attempt to expand member participation, to address the needs of all our members - including our part-time faculty, and to strengthen the political and legislative activity of the MSCA. As the president of the Bridgewater State University chapter I have worked to grow our executive committee to ensure more member representation across the college. I have also sought increased part-time faculty representation on this body and introduced to the MSCA board of directors the constitutional amendment, which was passed at the 2019 annual meeting, to include a part-time faculty committee as part of our statewide committee structure. Throughout my work at BSU I have tried to encourage faculty and librarian engagement with the union through increased communication and outreach. I have also sought to engage members and build coalitions around important legislative fights to increase funding to public higher education and to ensure health insurance for our part-time faculty. I believe that our union needs to expand member participation and political organizing in order to better meet the needs of all our members and to stay strong in a future where unions and public higher education face continuous fights.



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## **Michelle Corbin**

### **Worcester State University**

I seek election as MSCA Secretary.

I am Associate Professor and Department Chair of Sociology and affiliate faculty of both Women's Studies and Ethnic Studies at Worcester State University. Having spent my entire academic life at public universities, I believe that public higher education is essential for democratic societies. As a teacher-scholar at a regional state college, I also see how escalating defunding, corporatization, and adjunctification are undermining our working conditions and thus also our student's learning conditions.

Now more than ever, we need strong unions defending our public colleges and public higher education as a public good more broadly. This requires building democratic, member-driven, participatory, and inclusive unions that derive their strength from the collective power of a fully engaged membership. My years of dedicated union involvement have been centered in this vision.

Along with this vision, I have strong administrative and leadership skills and much MSCA/MTA experience. I served as Chapter Secretary at Worcester State during the Fall 2016-Spring 2018 term. I worked to provide accurate records, strengthen institutional memory and transparency, and improve member access to information.

I have regularly served as a delegate to the MTA, MSCA and NEA assemblies, connecting our local issues to state wide and national struggles.

During the 2019 MSCA Delegate Assembly, I helped lead rank and file members to pass two resolutions on open bargaining which expanded members' ability to participate more actively in bargaining. This was one of the first times in recent history that member-driven resolutions were adopted at the Delegate Assembly. It shows how members can directly decide how we take action together.

I am also active in the MTA. I am a member of the MTA Resolutions Committee and serve as the co-chair of the Teaching and Professional Learning Committee. I seek to build connections between k-12 and higher education issues and focus on strengthening racial and social justice in our schools and our union.

Drawing on these accomplishments, I now seek to serve as MSCA Secretary. I ask for your vote so I can continue fostering a more democratic, member-driven, and inclusive statewide union.



# Nancy George

## Salem State University

I am seeking re-election as MSCA Secretary.

As Secretary I work diligently to produce quality minutes of each Board meeting and the Delegate Assembly and supervise the annual NEA-RA delegate election for the MSCA. I am reliable, conscientious, and strive to never miss a meeting. As a Board member I participate in Board discussions. When librarian issues are discussed, as the only librarian on the Board, I am an important resource for other Board members. As an officer I take part in communications with other officers regarding sensitive, confidential issues.

Apart from Secretary I have served the membership in many ways. I am the MSCA representative to the MTA/BHE Health & Welfare Trust, the group overseeing our dental plan. The Trust elected me to serve as the Trust's Treasurer. I was elected as the chair of the MSCA Librarian Committee, of which I am the original organizer. I was elected to serve as Salem chapter Director to the MSCA Board. I served as webmaster for both the MSCA state-wide organization and Salem chapter, as a member of the AA/EO/DIV committee, and as an alternate to the Day Bargaining committee. I have been elected as a delegate to the MTA Annual Meeting, as a delegate to the MSCA Delegate Assembly, and as a delegate to the NEA-Representative Assembly. When possible, I enthusiastically participate in MTA/MSCA protests and demonstrations around the state.

In this post-Janus world, I am a dedicated member of the MSCA. I am a fourth generation union member and grew up hearing stories of how important unions are. At my prior institutions, I experienced life as an at-will employee and fought for employee rights and fair salaries, without the benefit of collective bargaining. This solidified my commitment to unions in higher education and the MSCA.

For over twenty years, I have concentrated my efforts on creating positive change through the MSCA. I am committed to improving the work lives of faculty/librarians, preserving academic freedom and tenure, and fighting for salary increases and health insurance for faculty/librarians.

Thank you for your vote.



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