

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
December 6, 2019
MTA Regional Service Center - Auburn**

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

Guests: Roberta James (MTA), Sarah Pilkenton (Framingham)

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 from the November 1, 2019, Board meeting.

The motion passed.

Visiting Speakers:

none.

MSCA Officer Reports

President – O'Donnell

EMAC Conference Support

It was moved and seconded to approve up to \$250 per member to attend the Ethnic Minority Affairs Committee (EMAC) Conference. The motion passed.

Higher Education Multi Union Conference Support

It was moved and seconded to reimburse mileage, tolls, parking, hotel (at the conference rate) to attend the Higher Education Multi Union Conference (Union Winter Skills) January 10 and 11, 2020. The motion passed.

MSCA Officer Election

It was moved and seconded that the MSCA have an article in the newsletter and a blog posting about the MSCA Officer elections. The motion passed.

All-In Application

It was moved and seconded to approve the completed All-In application as distributed. The motion passed. The Board and President O'Donnell thanked Board members Krishnamurthy, Seceleanu, and Ramsden for their work on the application.

MSCA Reimbursement Voucher

President O'Donnell will speak with the MSCA Treasurer's staff about the approval process for reimbursements.

Vice-President – Hegbloom

There is an additional budget that is making its way through the House and Senate (Deficiency Budget) that has \$14 million for financial aid for the state universities. In addition, there is \$17 million for endowment matching funds for the public university system.

MTA is hosting GIC listening tours to be held throughout the state during the month of January.

The MTA Higher Education Conference will be held January 10 and 11, 2020.

It was requested that at the next MSCA Board meeting that chapters be asked what professional development opportunities are available on each campus for faculty and librarians. This is to assist the MTA in potentially assisting with faculty/librarian professional development opportunities.

Vice President Hegbloom encouraged Board members to distribute the Fund our Future flyers and chapter presidents to complete the online or print MTA survey.

Secretary – George

No report.

Treasurer – Love

It was moved and seconded that Treasurer Love sign the Intelliscan contract for the MSCA Officer Elections. The motion passed.

Monthly expense reports will be distributed at the next Board meeting.

Chapter Reports:

Worcester

Chapter President Bullens has reminded Worcester faculty/librarians that Continuing Scholarship money applications are due December 31.

The chapter president provided Board members with a brief review of a recently won grievance.

Chapter President Bullens recently met with the provost to go over guidelines regarding the tenure committee and other personnel action rules and regulations. It was important that this review was provided due to a lack of knowledge of these personnel action rules and regulations.

Westfield

The president of Westfield is in the middle of his evaluation. The evaluation is being performed by AskQ. Members of the campus community were interviewed as a part of the evaluation. Evaluation comments are freely available in the Board of Trustees' minutes. It is to be noted that presidential evaluations are mandated by law. Details of the evaluation process are on the BHE website. Most current presidents are performing self-evaluations on their own performances.

Faculty/librarians are not participating in the provost search. If there is no new provost by the time the current provost leaves, the institution will hire a temporary, interim provost.

The voluntary separation agreement has gone through for AFSCME, NUP, and APA. 43 staff members took advantage of this.

There is a \$1.6 million shortfall in the institution's budget this year.

The chapter president invited all Board members to attend the December 11, 2019, Board of Trustees meeting.

There is a struggle between HR and faculty/librarians. HR is requiring department chairs and academic affairs to weigh in on medical leaves. Consultant James noted that all faculty/librarians need is a medical note to take a leave. There is no need for any additional approval.

A day long retreat will be held in the near future for faculty/librarians.

Salem

The Executive Committee met yesterday. It was agreed to have three to four meeting in which APA, AFSCME, and students are invited to talk about what Salem State is and to build unity.

A panel of faculty has asked for 20 minutes at the next Board of Trustees meeting to talk about what Salem State is. 80% of students on the north shore go to Salem State. 50% of Salem State students are Pell Grant eligible.

The chapter president spoke of a number of Title IX issues on campus.

A retiring Art and Design faculty member has complained about unsafe working conditions in the ceramics room. The vice president of facilities stepped in to rectify the safety concerns. There were concerns that if the problems were not corrected that the Art and Design department would have courses removed from their program due to a lack of facilities to hold the classes in.

The chapter is providing members with regular "e-blasts" that communicate what is happening on campus in the chapter. The chapter is also hosting coffee in the parking lot to talk about the MSCA and for a way for members to see us and reach out to members.

It is surmised that retrenchment is coming. The provost is studying what programs may be dissolved. Class sizes are being increased, sections are being reduced. The university is trying to shut down the pool, which will impact SMS classes.

MMA

There is a parking grievance.

The rest of the MMA report will be submitted over email.

MCLA

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.

Mass Art

Cornell West was on campus a few weeks ago.

The chapter is hosting happy hours off campus on a regular basis.

Framingham

Framingham chapter Director Rutter will be on sabbatical spring semester. Sarah Pilkenton will be her replacement.

The new provost is not easy to work with.

Director Rutter and other faculty have been working on a report on the academic affairs model, which is due today at 5pm to the university president and provost.

The provost wants to hire a search firm to hire individuals for positions that have not yet been created.

Fitchburg

The gender harassment workshop was a success. Fifty people attended.

There has been a drop in enrollment. Courses have been cancelled and morale is low. \$1 million budget shortfall. APA and NUP hiring has been increased. It was requested that these issues and strategies to combat them be discussed at a later date.

Bridgewater

There was a town hall meeting held. Fred Clark pointed out that Salem and Fitchburg are doing poorly financially.

The provost observed a faculty member's teaching.

Twelve grievances have been filed regarding evaluations.

Two new employees were hired recently: Senator Vinny DeMacedo and former MCLA president, Mary Grant.

There have been privacy issues with the online management system.

MSCA Committee Reports:

Day Bargaining – Hegbloom

PFML impact negotiations

An unfair labor charge has been filed and it has been agreed to go into mediation regarding this issue.

The next meeting is December 17 in Worcester.

450 members have completed the Day Bargaining Survey. Another email reminder will be sent out.

Individual chapters may submit proposals. The deadline for this is the deadline for the survey. Chair Hegbloom is collating the comments as she gets the survey results.

Grievance – Donohue

The backlog has been cleared out due to local grievances' statuses being made known.

Librarians – George

Librarian proposed CBA language is being submitted to the Day Bargaining Committee.

MTA Reports:

Consultant – James

Consultant James encouraged Board members to sign up for the January 10 and 11 Bargaining Summit.

Health and Welfare Trust – George

No report.

Board of Directors – Hegbloom, O'Donnell, Washington

No report.

Old Business:

Duties of the MSCA Officers

There was general discussion regarding this issue.

Adjournment:

The meeting adjourned at 2:30 pm.

Respectfully submitted,

Nancy George
MSCA Secretary