

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
April 24, 2020
Virtually using Zoom**

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

Guests: Roberta James (MTA), Sarah Mabrouk (Framingham), Jaime Wilson (MassArt)

Approval of the Orders of the Day:

It was moved and seconded to approve the orders of the day. The motion passed.

Approval of Minutes: April 3, 2020, and April 9, 2020:

It was moved and seconded to approve the minutes from the April 3, 2020, Board Meeting.
The motion passed.

It was moved and seconded to approve the minutes from the special meeting on the budget held on April 9, 2020.

The motion passed.

MSCA Committee Reports

Day Bargaining – Hegbloom

The Bargaining Committee met on April 14. It was a challenging meeting due to the proposal offered by management as well as their general attitude. Management is requesting that bargaining go into abeyance due to a lack of financial parameters available. Discussion followed.

DGCE Bargaining – Ramsden

The survey was sent out with a deadline for members to complete it being April 15.

Elections – Mabrouk

Chair Mabrouk provided members with a brief report as well as a report via email.

She recommended that the MSCA not use Intelliscan for the next election due to a number of problems she had in dealing with them. She also suggested allowing the Election Supervisor to contact members directly as well updating the MSCA & MTA databases given the number of incorrect email and mailing addresses.

Grievance – Donohue

No report.

Librarians – George

No report.

Chapter Reports

Bridgewater

The Board of Trustees provided the campus community with some information regarding the next academic year. It is anticipated that the campus will experience a 10% drop in enrollment and a 5% drop in state appropriations. There will be no students in the dorms in the fall. A hiring pause will occur and the campus is not filling any vacant positions or hiring full time temps. Cutting and reducing capital expenditures. The campus is still looking at a \$14 million deficit. It is anticipated the campus will receive some money from the CARES act.

Class sizes are being raised; any class with fewer than 11 students will be cancelled. APRs are being cut. Part-time faculty classes have been cancelled.

Have not heard of any staff cuts, however, temporary, contract employees have been reduced by 55%, work study students have been cut 60%. Primary focus is on retaining full-time staff positions.

Fitchburg

The Board of Trustees has cancelled its meetings.

Fitchburg is experiencing a similar set of circumstances as Bridgewater. Anticipating a 10% drop in enrollment in the fall. Thus far the university is down 90 students for the fall. There is a hiring freeze on full-time temporary positions. There have been cut-backs of hours on non-unit staff. Librarians may have to pick up the work of these staff.

Framingham

There was a town meeting with the university president and provost held recently. There was an emphasis in the meeting on what is anticipated in the upcoming fall semester. There is worry that the students will become disengaged and fall through the cracks.

Faculty hiring will be reduced through attrition. It was noted that for Framingham, it is a highly survivable situation. At a recent meeting, it became evident that faculty were not happy with management's proposed language for the CBA.

MassArt

Town hall meetings were held on Tuesday and Wednesday. There is a general understanding that the fall will not be rosy. There are multiple scenarios ranging from online, online/in person. An online format for classes is difficult for studio art classes. It is surmised that if the fall is completely online, that students will not attend.

Non-contract staff have been let go. Some student workers are getting more hours than others. A class in CE was recently cancelled; the chapter president is following up on this.

MCLA

A town hall meeting was held recently. Faculty contracts extended until fall have been fulfilled. Under-enrolled adjunct courses will be cut. No APRs for faculty. Enrollment is at an all time low. Adjuncts will apply for unemployment. It was requested that information on filing for unemployment be posted on the MSCA web page. Consultant James is planning a workshop on unemployment for members in the future

MMA

The academy's president stated he received a letter from the DHE regarding bargaining going into abeyance. The MMA chapter president will send a copy of the letter to Board members. Most APR's will be cut. Still looking at different models for the fall; it was noted that this semester only had two weeks completed due to the MMA's unique spring semester schedule. All full-time hires for the fall will be honored. It is anticipated that MMA will experience a 10% drop in numbers for the incoming freshmen class.

Jim McKenna from Bridgewater State University has been hired by the MMA as their new Dean of Undergraduate Studies. He holds a Coast Guard license, has a degree in Oceanography and has worked at the Maine Maritime Academy.

Salem

Chapter elections will be held soon. Chapter President Gubbins will not be running for re-election.

There was an all-members chapter meeting on April 13. A follow-up meeting run by the Political Action Committee was held as well.

Last year 22 faculty took the VSIP. There will be adjunct and APR cuts. The university had a deficit even before the COVID-19 crisis. Outlook for the fall is unclear at this time.

There is a new Chief Diversity Officer. The assistant to the president will be serving as the interim president of North Shore Community College.

There are many grievances that have been filed due to the closure of spaces used by classes.

Chapter President Gubbins distributed a resolution created by the Salem Chapter.

It was moved and seconded to endorse the resolution. Discussion followed.

Based on discussion, the motion was withdrawn. It was requested that Board members email Chapter President Gubbins their comments regarding possible modifications to the resolution.

Westfield

The search for an interim president has been narrowed down to two candidates. Both are retired college/university presidents. On April 30, 2020, the Board of Trustees will make their selection.

Cost cutting measures have been announced. No temporary full-time reappointments. The university is cutting courses and APRs. There was discussion of the possible delay of sabbaticals. Also, a delay of

the pre-tenure sabbatical, “Stars” program to save adjunct costs. Full-time faculty members will have a load of 12 credits in the fall.

There is concern that online classes will have high class caps. There needs to be a cap on online class sized consistent with online education.

Faculty feel the current renovation on Parenzo Hall needs to be scaled back in this time of cutting jobs.

Worcester

The chapter members’ experiences are consistent with what is happening at the other state universities. A COVID-10 response team has been created. The committee went through the union to be staffed. There is a hiring freezes and sabbaticals may be deferred. Excess workload credits may not be allowed to be used in the fall.

MSCA Officer Reports:

President – O’Donnell

No report.

Vice President – Hegbloom

No report.

Treasurer – Love

No report.

Secretary – George

No report.

MTA Reports:

Consultant – James

Consultant James needs to know who the local AFSCME stewards are for their two units at each university in anticipation of a meeting of all MTA unit presidents and stewards.

Health and Welfare Trust – George

No report.

Board of Directors – Hegbloom, O’Donnell, Washington

Board member O’Donnell reported that the MTA Meeting would be held virtually using Zoom from 9:00 a.m. until noon on Saturday, May 2.

MSCA Board Minutes
April 24, 2020

Old Business:

None

New Business:

None.

Adjournment:

The meeting adjourned at 1:00 pm.

Respectfully submitted,

Nancy George
MSCA Secretary