

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
June 5, 2020
Virtually using Zoom**

Present: Bullens, Chenault, Ciano-Boyce, Craghead, Diakite, Donohue, Eve, George, Gubbins, Hegbloom, Hennessy, Hibbert, Krishnamurthy, O'Donnell, Pilkenton, Ramsden, Riel, Seceleanu, Smith, Washington, Weeks

Guests: Chris Gullen (Westfield), Roberta James (MTA),

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 24, 2020:

It was moved and seconded to approve the minutes with the following editorial changes; deletions marked with []:

Fitchburg Chapter Report

[A brief poll was taken regarding co-requisites for first-semester mathematics classes]

Bridgewater Chapter Report

[The part-time faculty budget will be reduced by 20%.]

The motion passed.

New Business Item: “Statement on the Protests”

It was moved and seconded to approve the following statement submitted by Salem Director Smith:

The Massachusetts State College Association stands in solidarity against racism with the members of the National Education Association and the Massachusetts Teachers Association.

The purpose of the MSCA is to organize and consolidate the efforts of its members to maintain and improve public higher education in the Commonwealth in general and State University education in particular; to develop and advocate policies for improving the welfare of its members; and to negotiate, to submit for approval, and to enforce collective bargaining agreements for its members. Education has long been a tool to fight oppression, while simultaneously the education system and institutions have upheld the tenets of white supremacy and white privilege. We recognize that the only way to be an advocacy organization is to ensure our policies are inclusive, equitable, diverse, and anti-racist.

We affirm our commitment to this anti-racist work in our advocacy for higher education in the Commonwealth, in our legislative and policy advocacy, and in our collective bargaining negotiations.

<https://massteacher.org/news/2020/06/say-their-names>

<http://www.nea.org/home/76172.htm>

It was moved and seconded to table the motion so that a group of MSCA Board members (Ciano-Boyce, Diakite, Eve, Gullen, Hegbloom, Hennessey, Krishnamurthy, Ramsden, Riel, Smith and Weeks) may work on a more extensive statement. The motion passed.

MSCA Reports

Organizing and Unity Leader – Seceleanu

Leader Seceleanu provided the Board with a comprehensive Action Plan:

(1) New Member Recruitment

- Use All-In Grant money to hire one New Member Liaison on each of the 9 campuses. (\$600 x 9 = \$5,400)
- New Member Liaison on each campus reaches out to incoming New Faculty and Librarians together with a faculty in the member's department.
- New Member Liaison works with the Treasurer's Office to identify FT faculty and librarians who are not members and reaches out for recruitment.
- *Organizing and Unity Leader* will coordinate these teams.

(2) Coordinate Reimbursement for All-In Grant Expense: Collective Action Teams (CAT)

- Use All-In Grant money to hire one CAT leader on each of the 9 campuses. (\$700 x 9 = \$6,300)
- *Bargaining Action Leader* will coordinate these teams for actions around bargaining.

(3) Anti-Austerity Campaign at the State-Wide Level (NBI)

- Organize campaign to have faculty and librarians reach out over the summer to state legislature and governor and advocate for maintaining funding (no cuts) to public higher education.
- Partner with MTA to identify campaign targets.
- Convene a state-wide town hall to foster cross-campus dialogue and organizing.
- *Organizing and Unity Leader* will coordinate these efforts.

(4) Safe-Return Campaign

- Identify important protections needed for faculty and advocate for them (especially for modes of instruction that require close contact)
- Identify *minimum safety standards for librarians* for when they are told to return to work (PPE, plastic shielding in the library, etc.)
- Work with the MTA, MSCA Board, and Librarians Committee
- Share standards with Chapter Presidents to advocate on their campuses

(5) Workshops

- Workshop for Unemployment
 - Dates: May 20&27, 2020
 - 300 participants across the two workshops
 - For PT faculty and temporary FT faculty
 - Run by MTA Field Representatives
 - Continue work to set up step-by-step instructions for the unemployment form
- Workshop for New Member Recruitment: Best practices
 - Planned date: Jul 2020
 - For MSCA Board members and New Member Liaison/Committee on the 9 campuses
 - Run by Chapter Presidents, MTA Field Representatives, MTA New Member Rep
- Workshop for Personnel Actions: Advice for constructing your portfolio
 - Planned date: Aug 2020
 - For FT faculty and librarians
 - Run by MSCA Board members
- Workshop for Grievance, Weingarten/Loudermill Rights and Just Cause: Know your rights
 - Planned date: Oct-Nov 2020
 - For FT and PT faculty and librarians

These would be run by MTA Field Representatives, MSCA President and MSCA Grievance Chair.

Discussion followed.

DGCE Bargaining – Ramsden

It was noted that information gained from the DGCE Bargaining Survey was incorporated into the DGCE Framework Proposal.

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.

Motion passed in executive session: The MSCA Board approved the DGCE framework proposal.

Day Bargaining – Hegbloom

The May 14 meeting was canceled by management. The next meeting date is June 17. President O'Donnell filed an unfair labor practice charge regarding management's lack of authority to bargain.

Discussion followed.

Bargaining Action Leader – Gullen

Much of the report overlaps the Organizing and Unity Leader report by Seceleanu.

Gullen would like a meeting for all nine campuses for new members on how bargaining works.

He is planning a website update and will need feedback for that. The MSCA has a small presence on Facebook and tends to utilize Twitter more for a social media presence.

Elections – Mabrouk

Chair Mabrouk provided members with the following recommendations:

Election Type: Use a hybrid election for the 2020 election

For the 2020 MSCA Officers Election, paper ballots and online voting credentials were mailed to 2827 eligible members. 138 paper ballots were returned and 390 online ballots (69 using credentials from paper ballots and 321 using personal links from election emails) were cast: a total of 528 ballots were cast and approximately 18.62% of eligible members voted, approximately 26.14% of those members voted by paper ballot, and approximately 73.87% of these members voted online.

Although one might be tempted to use this information to support changing to an online-only format for the 2022 election, I do not recommend doing so: 207 of the 528 members who voted – approximately 39.21% of those who voted – used either the paper ballot to vote (138 members) or the credentials from the paper ballot to vote (69 members). The paper ballot provides a second source for voting information and a second means via which to vote.

Updating Member Information:

Efforts to update member information (i.e., mailing address and personal email address) should begin as soon as possible. It would be beneficial if contact information for members could be updated annually at the start of the spring semester. Having an annual update process would make it possible for MSCA to have up-to-date contact information for elections as well as get member in the habit of updating their contact information on a regular basis. It would be advantageous if members could update their contact information directly via the MSCA website.

Communication with Members:

Since the members of the MSCA Delegate Assembly voted to allow the Chair of the Elections Committee to communicate directly with members, rather than through Chapter Presidents, it is recommended that the Chair of the Elections Committee be assigned an mscaunion.org email address for this purpose. Since the chair believes that any member other than the officers of the MSCA or the officers of MSCA chapters should have access to contact information for members, she recommends that an email alias (i.e., email list) be created on mscaunion.org via which the Chair of the Elections Committee may communicate with members. Finally, the chair recommends that this email alias be updated at least twice annually – at the start of the fall semester and as part of the member contact information update process at the beginning of the spring semester.

Grievance – Donohue

A grievance at Salem was recently resolved at mediation.

The mediation took place using Zoom, which worked out well. It was recommended that future mediations be held using Zoom due to the ease of which individuals may participate and as a cost savings to the MSCA.

Librarians – George

The Bridgewater State University Library has remained open during the entire COVID-19 pandemic. No MSCA librarians are working in the Bridgewater State University Library at this time.

A few libraries have had MSCA librarians voluntarily working in the libraries due to internet access issues and archival collection access.

The committee will be meeting again in the near future.

MSCA Officer Reports:

President – O'Donnell

MSCA directory

An updated directory will be made and distributed in the near future.

2020-2021 Board Meeting Schedule

It was moved and seconded to accept the proposed *2020-2021 Board Meeting Schedule*.

It was moved and seconded to amend the proposed *2020-2021 Board Meeting Schedule* to change the locations of meetings through February, 2021, to a virtual format. The amendment passed.

It was moved and seconded to amend the motion to meet virtually on August 28 instead of September 4. The amendment passed.

The amended motion passed.

It was moved and seconded to have a virtual Board meeting on July 24th at starting at 10:00 am. The motion passed.

The motion passed.

Vice President – Hegbloom

Vice President Hegbloom provided Board members with an extensive report via email.

Discussion followed.

Treasurer – Weeks

1. Monthly expenditures
 - a. Most lines are status quo, similar to previous months

- b. Decrease in lines related to BoD meetings
 - i. Zoom Professional membership is tagged to the 9110-Local Support, will be reimbursed from MTA under the All-In grant
2. Update on the new database
 - a. Working on finalizing Fall 2019 semester information, to be completed soon
 - i. Putting in payments for the Fall 2019
 - ii. Downloaded Spring 2020 information, and will be entered soon
 - b. Ironing out some software/operating system issues, so the database will be accessible from any computer
 - i. Currently cloud-based
3. Staffing update a. Beginning June 1, Carol Beatty is now working for the MSCA Treasurer's office, and no longer working for the BSU chapter
 - a. BSU chapter expense will be lower, as a result
4. Computers a. The Treasurer's office still needs to use a BSU computer in order to access the database, due to software/operating system compatibility issues
 - a. Once we switch to the new database, we can separate from BSU computer
5. Comcast
 - a. The Treasurer's office now uses Comcast for phone and internet connection, rather than using BSU's phone and WiFi network
6. Updating membership information a. The Treasurer's office will be working with the President's office to update members':
 - i. Mailing address
 - ii. Telephone number(s)
 - iii. Email address(es)

Secretary – George
No report.

Chapter Reports

Worcester (Bullens)

A COVID-19 report came out recently at Worcester. Chapter President Bullens will distribute this to Board members.

It was noted that faculty who are approaching retirement may use their Extra Work Credit Hours so long as they keep office hours.

Chapter President Bullens announced his retirement from both the Board and Worcester State University to Board members. He also noted that it was his birthday! The Board thanked him for his service to the MSCA.

Westfield (Ciano-Boyce)

Claudia Ciano-Boyce is the new Chapter President. Former Chapter President Hennessey is now serving as the Chapter Director.

Hennessey is on the University Opening Task Force. Westfield is not including an “on the ground” scenario for fall semester.

There was general discussion regarding the modes of instruction to be offered in the fall semester: hybrid, online (concerns about course caps), social-distancing issues, privacy regarding online teaching, health-related issues and concerns regarding faculty returning to the classroom, ADA and how it relates to faculty with health conditions that would affect their return to the classroom.

Roy Saigo will be serving as the Interim President of Westfield State University beginning July 20, 2020. An interim provost will begin July 1, 2020.

Salem (Chenault)

The department chairs and Salem Chapter Executive Committee wrote a letter and petition and sent it to the Board of Trustees and the university president. It states how SSU is a public institution and how we are opposed to austerity. It was signed by tenured faculty and librarians.

Chapter president Chenault thanked Westfield Chapter President Hennessey and Director Gullen for speaking with their membership regarding how Westfield handled their Board of Trustees’ issues. A special thanks to Chris Gullen for setting up the Zoom virtual meetings for the Salem Chapter. The meetings drew 110 and 55 participants, respectively.

A number of money-savings efforts were proposed by Salem administration, including furloughs. Discussion followed.

It was noted that sabbaticals may be deferred by the institution due to a serious institutional financial situation. If this occurs, the timing of the sabbatical stays as if the original sabbatical date was honored. It was requested that President O’Donnell be alerted if sabbaticals are deferred by the administration for financial reasons.

MMA (Hibbert)

The seniors in the professional maritime program are currently being assessed by faculty – even with the COVID-19 situation. The students need to pass assessments in order to sit for the Coast Guard exams that will be performed on campus. The students will not graduate if these assessments and exams are not completed.

MCLA (Ramsden)

The president held a town hall virtual meeting on June 1. Decisions on reopening have been postponed to July 1. No furloughs, but hiring freeze; all FY-20 contracts will be honored. There are lots of unanswered questions – exemptions for age, at-risk categories, family concerns.

Campus response to the protests: long wait time, lots of tone-deafness with social media posts; two separate emails, one to BIPOC and one to white campus community; students angry, MoveOn.org petition for MCLA to do better (500 signatures), social media response.

Chapter response to protest: personal initiative to disarm campus police; executive meeting with president to discuss.

MassArt (Riel)

Kimberly Pender is serving as interim president.

Regular town halls are held every three weeks. The last one was dedicated to a campus conversation regarding everything that has been going on.

This summer there will be a number of training sessions on how to teach studio classes online. Faculty will be paid to attend.

Two weeks ago a task force's detailed plans were released on the upcoming fall semester. Hubs were created with a coordinator organizing each hub. Looking at a hybrid model for the fall. Students will be on campus every other week. Liberal Arts will be all online. Summer – no one is on campus. Faculty members do not have to return to campus in the fall if they are fearful of becoming ill from COVID-19.

Framingham (Donohue)

The university president and provost were present for a recent union meeting. The meeting went well.

No members of the MSCA will be required to be on campus in the fall.

A demonstration in response to the recently publicized lynching was held a few days ago on public sidewalks on campus. Around 150 people participated.

There is an on-going \$20 million dollar library construction project that will create early college program classrooms out of library space.

Fitchburg (Krishnamurthy)

Student evaluations were erroneously sent to students in some classes that were not to have them administered.

The plans for return in the fall are the focus of discussions. Task forces were set up. Personnel policies are involved in the plans. Another meeting is set for today.

Faculty were asked to highlight some concerns. HR was to survey the faculty, but that never happened.

Fall is to be 30% online and 70% face-to-face/hybrid. There is no hybrid policy. Scheduling of when classes will be held on campus is fairly flexible; administration just needs to know when the rooms will be in use and HR needs to know who will be off-campus. There are some students on campus for Summer II.

Bridgewater (Hegbloom)

The Safe Return Task Force is determining plans for a return to campus. A report will be released in the near future. In the fall, lab and studio courses will be in person. Everything else will be online. Once a course is identified as need to be held on campus, it will be found out who would want to teach it.

No MSCA faculty or librarian will be expected to be on campus in the fall. Administration is announcing their entire plan to help with contract tracing, etc. on campus. There will be a 25% density of staff on campus in the fall.

A forum to discuss Black Lives Matter and the killing of George Floyd was recently held on campus. 250 people attended. There will be a task force on race created. The MSCA will be participating on the task force.

The university budget will be able to weather the COVID-19 crisis fairly well. Administration announced a fee freeze for the next academic year.

Irina Seceleanu will be the new chapter president effective July 1, 2020.

MTA Reports:

Consultant – James

MTA Summer conference would like MSCA and MCCC to perhaps do a discuss on common topics including adjuncts, Early College, or whatever the Board thinks might be appropriate. Consultant James is happy to work with the MSCA's AA/EO/DIV Committee.

Health and Welfare Trust – George

Chair George provided the Board with a brief report. Due to COVID-19 the MetLife renewal came at under what last year's renewal was and a reduction of monthly MetLife expenses has been made for the remaining months in the fiscal year.

Board of Directors – Hegbloom, O'Donnell, Washington

Director O'Donnell reported that there is an MTA Board meeting in June.

Old Business: The Salem proposal on a town hall meeting was withdrawn.

New Business: None additional.

Adjournment:

The meeting adjourned at 2:40 pm.

Respectfully submitted,

MSCA Board Minutes
June 5, 2020

Nancy George
MSCA Secretary