

**MSCA Board of Directors Meeting  
Minutes of the Regular Meeting  
October 2, 2020  
Virtually using Zoom**

**Present:** Chenault, Ciano-Boyce, Diakite, Donohue, Eve, George, Hegbloom, Hennessy, Hibbert, Krishnamurthy, Leone, O'Connell, 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: August 28, 2020**

It was moved and seconded to approve the minutes from the August 28, 2020, Board Meeting. The motion passed.

**MSCA Reports**

*Organizing and Unity Leader – Seceleanu*

There are five New Member Liaisons who will each receive \$250 from the MSCA and \$350 from the MTA. In addition, each will receive an iPad with Promise software; these are in route to the MSCA Treasurer's office. The New Member Liaisons have reached out to new members on each campus and have been highly successful in recruiting new members into the MSCA. This has been accomplished through a variety of means including attendance at new faculty orientations, one-on-one meetings, and attendance at other meetings and workshops.

Seceleanu reported that there could be daunting anticipated cuts ahead. It was reported that in late October there could be cuts as high as 20-25% to public higher education. MTA has a campaign to work with the legislature on the state budget; it is hoped the MSCA can participate in these activities. Bridgewater and Fitchburg will have organizing events in October regarding state funding. Seceleanu is working on a petition focused on state funding, and will get it to the Board by Monday.

*Bargaining Action Leader – Gullen*

Gullen thanked everyone, including the silent representatives, for their participation with bargaining. The Slack channel was helpful in gaining information from the silent representatives.

Personnel action forms are now editable with the Adobe Reader software. Digital signatures have not yet been approved by management so the forms will need to be printed out, signed, and scanned in for submission.

*Day Bargaining – Hegbloom*

The CBA was ratified by the MSCA and COP. Waiting for the BHE to ratify the CBA. Chair Hegbloom is carefully going over the CBA to ensure there are no editorial mistakes.

*DGCE Bargaining – Ramsden*

The ground rules have just been signed. Management has proposed a very limited number of items. Two fall meetings have been scheduled. The deadline to submit proposals is December 1.

*Grievance – Donohue*

Chair Donohue provided Board members with a brief report. Several mediations are scheduled for this fall. It is anticipated that the mediation backlog will be eliminated by the end of the year.

There have been grievances regarding tuition remission. Discussion followed. It was suggested that information on tuition remission be sent to members.

*Librarians – George*

The Librarians Committee met recently. Chair George provided the Board with a brief report on how librarians are fairing in the workplace during this time of COVID-19. One library dean, in particular, does not appear to be following workplace guidelines regarding the safe re-population of offices.

**Chapter Reports**

*Bridgewater*

The chapter leadership is working with Bridgewater's President Fred Clark to improve collaboration with the administration.

*Fitchburg*

There was a recent meeting with the provost and deans. There are issues on campus regarding cleaning and safety.

Faculty and librarians will be serving on the campus budget committee.

There have been digital submissions of portfolios for personnel actions.

A number of activities are being held on campus regarding higher education organizing and COVID-19 health and safety.

*Framingham*

There is a new associate provost.

Academic affairs staff would like to digitize personnel files. It was recommended that management bring this up at ERC.

The number of COVID-19 cases at Framingham State is very low.

*MassArt*

MassArt's AUC approved to move back the start of classes one week and to eliminate spring break.

There are problems with HR and timely payment of faculty.

Staffing of the presidential search committee has been completed. The committee includes faculty.

Due to budget challenges, chairs have been told to cut electives and adjunct faculty for the spring semester. It was noted that adjunct faculty provide diversity to the faculty population. These cuts will most likely adversely affect spring enrollment.

*MCLA*

Searches are underway for new academic affairs and administration/finance vice presidents.

Today an event is being held at the North Adams town hall for higher education funding.

The minimum salary review was completed two days ago. The professional development funds are about to be distributed.

There were 2224 COVID-19 tests given; three positive results. In the past week there were no positive test results.

*Mass Maritime*

A new provost from the Coast Guard Academy has been hired by MMA. A new dean has been hired.

There have been no positive COVID-19 tests.

There has been talk about splitting the sea term in half. The Coast Guard will need to approve that.

*Salem*

At a recent Board of Trustees meeting, the new chair reprimanded the faculty for not participating in the furlough program. The provost provided the Board of Trustees with business intelligence data. Departments making the most money for the institution were highlighted. Other departments were at the bottom of the list.

A financial sustainability task force was developed by the university president. He wants the task force to be finished with its work by December. Faculty and librarians will be serving on the task force.

*Westfield*

There is an interim president of the university. The presidential search is continuing.

There is a campus efficiency committee. It is broad based and its membership includes all groups/units on campus. Thus far, the committee is operating in a very professional manner. The committee will look at possible cuts. It is meeting 10 to 12 hours per week.

Of 2000 students tested for COVID-19, there were four positive results. For any student testing positive and living on campus, there is space downtown to be quarantined.

There is a proposal to eliminate spring break which will be making its way to AUC.

*Worcester*

There has been four official positive COVID-19 cases. The WSU COVID dashboard does not include commuter students.

Meetings are being held with the university president, provost and union leadership.

Committees are starting up on campus.

Tuition remission is an important question for MSCA members at Worcester.

Graduate students were told a week into the semester that their assistantships were canceled for the Spring 2021 semester. After working with the Student Government Association, the assistantships were reinstated.

Pay cuts for the upper level administrators may occur in the future.

**MSCA Officer Reports:**

*President – O'Donnell*

It was moved and seconded to approve the following committee nominations:

*AA/EO/DIV*

Bridgewater – Walter Harper  
MMA - Anton Smith  
SSU - Amy Smith  
WSU – Tanya Mears

*Credentials*

FrSU – Sarah Mabrouk

*Day Bargaining*

BSU - Maria Hegbloom  
FSU – Aruna Krishnamurthy  
FrSU – Sarah Pilkenton  
Mass Art – Katie Riel

*Day Bargaining Alternate*

BSU - Irina Seceleanu  
FrSU – Robert Donohue

*DGCE Bargaining*

BSU – Irina Seceleanu  
FSU - Rala Diakite  
FrSU – Robert Donohue  
Mass Art – Ben Ryterband

*DGCE Bargaining Alternate*

BSU – James Leone  
Mass Art – Katie Riel

*Elections*

FrSU – Sarah Mabrouk

*Grievance*

BSU - Jenna Mendell  
FSU - Rala Diakite  
FrSU - Robert Donohue  
Mass Art – Gretchen Skogerson  
MCLA – Graziana Ramsden  
SSU - Ann-Marie Hakstian  
Westfield - Gregg Neikirk  
WSU - Joan Mahoney

*Legislation*

BSU - Michael DeValve  
FSU – Michael Stassen  
Mass Art - Katie Riel  
SSU - Tiffany Chenault  
Westfield - Mara Dodge

*Librarians*

FSU - Linda LeBlanc  
Mass Art - Caitlin Pereira  
SSU – Nancy George  
Westfield – Sarah Loudenslager  
WSU – William Lundmark

*Part-Time Faculty*

BSU – Time Mitchell  
FSU - Michael Stassen  
Mass Art – Nance Davies  
MMA – Eugene Morrow  
WSU - Michael Shamgocian

The motion passed.

It was moved and seconded to approve the *Proposed Calendar and Procedure for Election of MSCA Committee Chairpersons for the 2020-2022 Term*. The motion passed.

It was reported that Aruna Krishnamurthy will serve as a Co-Organizing and Unity Leader. Amy Smith will serve as the new Assistant Editor of the *MSCA Perspective*.

*Vice President – Hegbloom*

Vice President Hegbloom provided Board members with an extensive report in person as well as via email.

There are a number of higher education meetings and activities scheduled to be held this October including an October 13 higher education meeting.

There are many MSCA members who are still attempting to switch from ORP to the state retirement system.

There is a MTA Higher Education Blue Print Working Group. This group is looking at how the MTA operates and what they do for higher education.

MTA recently passed a resolution to work on a funding formula for higher education. This will see examine how higher education funds are allocated to the institutions.

*Secretary – George*

No report.

*Treasurer – Weeks*

Treasurer Weeks provided Board members with a monthly expense report via email and a brief review of the MSCA's finances.

It was moved and seconded to transfer \$3,000 from line item 9080 to line item 9060. The motion passed.

The final audit report has been completed.

Local support to chapters is coming.

It is expected that the membership database will be completed in January.

A non-university computer service company is providing Treasurer Weeks with a quote for service in the near future.

Treasurer Weeks is exploring the possibility of getting the staff assistant an office laptop computer to use. She is currently using her own computer.

**MTA Reports:**

*Consultant – James*

The Department of Unemployment Assistance is creating a host of difficulties for members who need unemployment payments. Consultant James has been working tirelessly on behalf of members to get their unemployment problems resolved.

A review of the new Title IX rules and regulations will be scheduled with the COP's counsel.

The Board thanked Consultant James for all of her hard work assisting part-time and DGCE faculty with their unemployment claims.

MSCA Board Minutes  
October 2, 2020

*Health and Welfare Trust – George*  
No report.

*MTA Board of Directors – Hegbloom, Washington*  
Vice President Hegbloom provided a written report.

**Old Business:**

None

**New Business:**

None.

**Adjournment:**

The meeting adjourned at 1:05 pm.

Respectfully submitted,

Nancy George  
MSCA Secretary