

**MSCA Board of Directors Meeting
Minutes
February 4, 2022
Virtually using Zoom**

Present: Chenault, Ciano-Boyce, Diakite, Eve, Falcetta, George, Hegbloom, Hennessy, Hibbert, Krishnamurthy, Lam, Leone, Mitroka Batsford, O'Connell, O'Donnell, Ramsden, Rosero, Seceleanu, Smith, Washington, Weeks

Guests: Robert Donohue (Framingham), Chris Gullen (Westfield), Roberta James (MTA), Sarah Mabrouk (Framingham), Jennifer Mendell (Bridgewater)

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 of December 4, 2021:

It was moved and seconded to approve the minutes of the December 4, 2021 MSCA Board meeting.

It was moved and seconded to amend the minutes so that it reads [] deletions **bold** additions:

Fitchburg Chapter

[There are questions regarding the student evaluations and the issue that paper forms cannot be processed any longer.]

There were concerns that C4 forms were sent out in digital modality, in violation of the contract.

Bridgewater Chapter

[The university president is seeking to cut the] **Conversations were had about potential changes to the \$600 additional funds that full-time faculty receive for each DGCE course taught.**

The motion passed.

The original motion passed as amended.

Visiting Speakers:

There were no visiting speakers.

Chapter President Reports:

Worcester

A resolution regarding the grievance on sabbaticals was made. There is a plan of action for the university to make good on sabbaticals.

There was no delayed in-person start to the spring semester at Worcester. Up to 25% of a faculty members class could be held in a remote format.

An equity audit presentation was made recently. A task force with some MSCA members will focus on the equity audit.

A task force on sustainability has begun working. This task force is comprised of members belonging to the different unions as well as NUP employees. This task force will see where the financial deficiencies are.

Chapter elections will be held in March.

The university is moving forward with plans to hire 25 full-time, tenure track faculty. These openings are a result of resignations and retirements. Recent resignations have been filled by temporary faculty members.

The professional development money will be distributed in one of the February paychecks.

Westfield

The new president does not seem to have strong leadership skills.

There is a financial deficit and the VP for Finance is in favor of cutting additional funds from Academic Affairs.

NECHE is going on as well as a revision of the core curriculum.

Candidates for the MSCA Officer Election were invited to Westfield and MCLA to visit. Discussion followed.

Salem

The faculty/librarians are still on work-to-rule. The university president is not happy about that.

The Strategic Planning Committee has staffing issues.

The provost selected a faculty fellow to serve on IRB. This faculty fellow receives a stipend. The provost would like the faculty fellow to serve as chair on IRB as well. It was agreed that this would be the case in the summer 2021. IRB did not meet in the summer of 2021. In Fall 2021, the interim chapter president agreed to the provost's plan regarding chairing IRB with the faculty fellow. This spring, Chapter President Chenault stated in writing that only the faculty fellow for IRB would automatically serve as chair of an applicable committee.

Last spring the All-University Committee chair requested that a faculty/librarian be a member of the President's Executive Council (PEC). The provost rejected this. He stated that the university president has a right to select his own advisors.

Discussion followed.

Enrollment is holding steady. Dorm fees will be increased next year.

MMA

The Sea Term is out right now and the Academy is in the middle of winter session.

There are a few grievances in process.

MCLA

The remote start was uneventful.

The COVID safety protocols follow CDC and Mass. Dept. of Health procedures. Testing is available on campus.

Faculty morale is very low.

There is very low enrollment with less than 900 students (head count). Next year's first-time applications show an increase in future enrollment.

The hiring freeze has been lifted. Five new hires this year.

No obvious marketing plan for MCLA.

One grievance is in process.

MassArt

Mary Grant is the new college president.

The provost search continues.

There are roughly 15 tenure track searches going on. HR has been re-tooled with all new staff members. It is hoped that the search and hiring process will be smoother than in the past.

AUC – there are changes regarding de-colonizing the curriculum. There is academic support for this process.

The chapter president is doing an audit of their committees to figure out what committees should be continued and if some committee members have served on the committee(s) for a long time.

A question was asked of the Board regarding travel courses being taught by part-time or full-time faculty members and the timing of the courses (summer or spring break).

Some faculty have requested minimum salary reviews.

Framingham

The university administration would like to create a General Education Committee, which would take over a subcommittee of the UCC. Based on the description provided, this appears to be a violation of the contract. Discussion followed.

COVID rule enforcement has been lax.

Enrollment is down by 17% in comparison from 2012. The number of faculty have decreased by 14% in the past four years. Most of the university's cuts have been in the area of Academic Affairs.

ARPA funds are being used for non-academic uses.

Fitchburg

The COVID health and safety protocols are being followed on campus. 95% of faculty are vaccinated; 90% of students are vaccinated.

General feeling of exhaustion among faculty and librarians on campus.

19% decline in enrollment. A marketing plan to increase enrollment is not evident. There is a new enrollment management administrator.

There was a 3% budget cut last year; this year the budget was level funded.

19 faculty/librarian retirements and only six lines were allowed to be filled.

Nearing the end of the NECHI review process.

Academic plan is coming into the final form. Faculty are concerned about this.

Searches underway for a new provost and dean. Director Krishnamurthy is on the provost search committee.

Progress continues on improving the structural integrity and environmental concerns of the Conlon Building.

Bridgewater

There continue to be environmental concerns in campus buildings. The university is slowly moving to correct the issues.

There continue to be concerns regarding COVID safety. Some N95 masks were offered, but they were not wrapped and distribution was not convenient.

The new library dean is not conversant in the governance process.

The university president will not cut the \$600 offered to full time faculty who work in DGCE. Future funding may include the part time faculty as well, with payments being \$350 each.

MSCA Reports:

Organizing and Unity Leader - Krishnamurthy

Working with New Member Liaisons. Will meet with them and the chapter presidents later this month to work on membership strategies.

Grievance - Donohue

Now have mediators and they are making progress on the backlog. Chair Donohue thanked everyone for their help and patience.

There were several issues where unit members are filing grievances even though there is no violation in the CBA. There is nothing the Grievance Committee can do to prevent this.

Elections – Mabrouk

Chair Mabrouk presented her report.
Discussion followed.

The Election Committee moved that the Board certifies the candidates. The motion passed.

The Elections Chair will be proceeding with the election procedures.

It was moved and seconded that AAA be selected as the arbitrator. The motion passed.
Robert Donohue will contact AAA.

By a vote of 10 to 6, it was moved and seconded to select Sarah Pilkenton as forum coordinator, with Robert Donohue as the alternate. The motion passed.

Day Bargaining – Hegbloom

Chair Hegbloom sent around the revision of the CBA to the Day Bargaining Committee members. The chair of the Librarians Committee will receive information on the librarian language.

DGCE Bargaining – Seceleanu

No report.

Legislation – Dodge

No report.

Librarians – George

No report.

Bargaining Action Leader – Gullen

The new version of the MSCA web page is available to look at. Please send Leader Gullen comments on the new page ASAP.

Old Business:

Review of MSCA employee leave policy

It was suggested by President O'Donnell that the leave policy include leave hours off in addition to leave days off due to the variations of hours worked by staff. The policy will be discussed at the next Board meeting.

Non-elected statewide MSCA stipended positions

It was moved and seconded to approve the information distributed for this meeting on the non-elected statewide MSCA stipended positions. The motion passed.

MSCA Officer Reports:

President – O'Donnell

The Investigative Budget Committee meeting is this coming week.

The COVID bonus amount is being finalized. Still awaiting the names of the faculty who will receive the bonuses.

Vice President – Hegbloom

Vice President Hegbloom recently went to the BHE financial analysis meeting.

Parthenon is creating a funding formula to be presented by the end of the year.

Higher education conference is planned for April, but may be rescheduled in June so that the event is a face-to-face conference.

Some staffing issues are occurring at MTA, specifically in the TPL division, which is the training division.

Vice President Hegbloom brought up the possibility of reactivating the book club with funding for the books received via a grant from the MTA. She requested that Board members send her information on the book club or volunteer to assist in the project.

Treasurer

Treasurer Weeks reviewed the monthly expense report.

Secretary

The NEA-RA will be held either virtually or in-person (at a to be determined location). Submit your self-nominations by March 14, 2022 via email to my email address. The MSCA has 17 delegates this year.

MTA Reports:

Consultants – James

Looking for six senate district coordinators to help with legislation coordination. Contact Consultant James for more information.

Health and Welfare Trust - George

The Health and Welfare Trust voted to switch banks from Rockland Trust to SalemFive. The change is in process.

The Trust stated that a vote is not necessary for the MTA do a cost benefit, financial analysis of the feasibility of merging with the Public Employees Health and Welfare Trust. President O'Donnell stated that he thought the MTA was initiating an analysis independent of the Health and Welfare Trust. This issue will be brought up at the next Trust meeting.

The Trust will meet later this month.

Board of Directors – Hegbloom and Washington

Board of Directors meetings will be later today and tomorrow. She will report on the meetings after the occur.

Adjournment:

The meeting adjourned at 3:40 pm.

Respectfully submitted,
Nancy George
MSCA Secretary