APPROVED

Fitchburg State University

Minutes

Board of Trustees Personnel Committee Meeting

Date and Time
Wednesday January 25, 2023 at 2:00 PM

Location
Presidents' Hall, Mazzaferro Center, 291 Highland Ave., Fitchburg, MA 01420

Notice of a meeting of the Fitchburg State University Personnel Committee on Tuesday, January 25, 2023 at 2:00 p.m.
Presidents' Hall, Mazzaferro Center, 291 Highland Ave., Fitchburg, MA 01420

Committee Members Present
D. Phillips, J. Flanagan (remote), K. Spinelli (remote), L. Barrieau (remote)

Committee Members Absent
None

Ex Officio Members Present
R. Lapidus (remote)

Guests Present
A.J. Tourigny, E. Gregoire (remote), F. Barricelli, G. Doiron, G. Doiron, J. Bry, J. Murdoch, J. Wolfman, L. Bayless, M. Bruun, M. Fiorentino, Jr. (remote), P. Marshall, R. Toomey, S. Swartz

I. Opening Items

A.

Record Attendance

B. Call the Meeting to Order

D. Phillips called a meeting of the Personnel and Human Resources Committee of Fitchburg State University to order on Wednesday Jan 25, 2023 at 2:06 PM.

C. Approve Minutes

There were no minutes to approve.

II. Elect a Chair

A. Chair

D. Phillips nominated L. Barrieau as Chair of the Personnel Committee.

D. Phillips made a motion to nominate L. Barrieau as Chair of the Personnel Committee. E. Gregoire seconded the motion. The committee VOTED to approve the motion.

III. Personnel

A. Review the faculty union's petition

D. Phillips next discussed the faculty union's petition.

M. Fiorentino joined the meeting at 2:08 p.m.

J. Murdoch provided history and background regarding administrative positions. She talked about how the union gathered their information via a public portal. She indicated that this is not real-time information and does not align with how the university presents their information. She talked about the discrepancies in the union’s PowerPoint that was submitted previously. She discussed the attached PowerPoint in detail.

J. Bry discussed the mechanisms used to collect the data. J. Murdoch stated that there are 38 non-unit staff as of today. She explained the different ranks within the non-unit group.
L. Barrieau said she was getting the sense, from the petition, that it is was more of an issue with continued raises among senior administrative positions.

J. Murdoch explained the contractual language in Appendix O of the MSCA Collective Bargaining Agreement and what happens each academic year. The faculty are given increases by way of the promotion and tenure process. She discussed the process for members of the various unions to request a review of their salary.

There was a discussion on cost of living adjustments, the Governor’s and the Department of Higher Education’s role in salary equity.

K. Spinelli joined the meeting at 2:27 p.m.

J. Murdoch discussed faculty positions and the changing needs of the university to meet the institutional demands given retirements and other factors. She talked about vacated positions and their replacements.

J. Flanagan joined the meeting at 2:32 p.m.

M. Fiorentino noted that the 18 new faculty are new individuals and not positions. He said he appreciated the background and hiring practices of both faculty and administrators. He continued, that in looking at the petition that was presented, being blunt, and the elephant in the room, these things are tied to enrollment challenges. People are concerned, particularly what will happen to positions and academic programs. The Trustees are too far removed from day-to-day operations. This needs to be a priority and how do we interact with the campus so there is a real understanding of the future, and that makes a difference on what you see on campus.

The President responded that the university has started to put together committees to talk about long-term sustainability and have campus-wide conversations on how decisions are being made.

M. Fiorentino said he was glad to hear that and asked if Trustees could be part of that process, and we need to send that consistent message to feel secure of what's happening at the university. We may not reach everyone. Debating over the numbers doesn’t move the agenda forward.

The President said he is putting together a variety of committees to talk about prioritizing the needs of the institution.

M. Fiorentino encouraged the administration to move forward as rapidly as possible. The semester goes very quickly and this has to be addressed as much as possible for the wellbeing of the university.

L. Barrieau said this is more urgent than less urgent. She also asked, do you need the exact numbers? People would appreciate the communication.

The President responded that the campus is not an information void. Many of these conversations are being repeated. He said he believed he was reasonably transparent, and that data was needed. Without the common language and understanding, he was not sure if the campus could make significant changes without the data. He said there have been many presentations, and it’s not for the want of not providing information. Given our new Governor, he also anticipates some different thinking from this new administration.

Consideration of the implications of anticipated changes will need to be given thought as well.

There was a discussion that included the impact of COVID, hybrid classes, and the new world of telework.

D. Phillips said if there are additional questions or concerns, to let her know.

IV. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 3:09 PM.

Respectfully Submitted,
D. Phillips

Documents used during the meeting

- MSCA Financial Presentation 11 1 22 (4).pdf
- Petition to the Board of Trustees.pdf