MACER March 20, 2025 Meeting Notes

Management Association Committee for Employee Relations

Representing Management: Vivian Cavazzi, Allison Dolan-Wilson, Mike McCarthy, Sharon McDermot

Representing NECCPA: Jenny Fielding, Linda Giampa, Laura Mondt

Meeting held in President's Conference Room, Haverhill Campus

NECCPA President Linda Giampa began the meeting at about 3:00 PM, March 20, 2025.

1. **Compensation for work relating to converting courses to the new LMS**
   Linda asked about the new LMS that will be coming and if/how faculty will be compensated for training. Sharon said that a pilot will run a pilot in summer for some people to convert early and stipends will be paid for that work. Payments for training for all faculty will exist but the details are still under discussion.

2. **IT outages**
   Linda noted that members have been frustrated by several IT outages over the past month and asked what is happening to fix this. Mike replied that they are aware of the issue and vendors are coming in to make repairs. One issue is water damage getting into systems. Management has made investments in tech so it is frustrating for all. Linda followed up by asking if our current IT systems will be able to handle a new LMS? Mike said yes and mentioned that his area has a new project manager, Lauren Shultz-Yuhasz, who will help manage all IT projects. The new LMS will be all ready to go live before current version of Blackboard reaches its end of life. The IT project deck will be updated for IT projects across all areas of the college. IT will also keep track of systems in use, contracts and when they expire, and who in the college "owns" the tech/program/application. All new tools adopted will all be compatible with Blue, the course evaluation tool.

3. **Review of the academic calendar**
   Linda brought forward a concern from Steve Russell. He mentioned that NECCPA used to get academic calendar before it went live. This practice fell off and the chapter leadership was wondering if we can we resume that practice. Sharon said yes; she will send to Linda.

4. **Access to full Jones report**
   Linda's understanding was that the President's meeting with Jones didn't share much info. Mike pointed out the meeting was recorded and shared. Jones is still presenting initial findings to VPs with the final report expected in May. Vivian noted that it is iterative and not yet at a shareable point. Linda felt perhaps an update could be provided of where we are in the process with the report because people often feel that their input isn't heard and that decisions are already made behind closed doors. It would be helpful to let people know that the report is still in the iterative phase. Mike pushed back and said different constituent groups did get to give input in small meetings and then

everyone in the President's meeting. Vivian stated that Jones is listening to all the contentious conversations to see where the tensions are in discussion. The interactions build on their process. Jenny said that she thinks it is more of a matter of setting expectations. People expected to hear more information, not be asked questions/brainstorming. Maybe a clearer roadmap instead of a brainstorming activity. Mike said there will be another meeting. He feels that the college needs to have an academic center of gravity and this will be an evolving project. Report will be shared when it is complete.

5. **Faculty lounge**
   The union was not approached about the faculty lounge being moved. Linda thinks this is problematic. Linda understands the move was to make a new art room. Sharon replied that the decision was made due to the B & E closing. Sharon thought the faculty member was involved. Now she hears the room isn't large enough and now they are proposing lowering the enrollment to fit the space. Linda asked where the faculty lounge be? Down near the honors space. New space has no sink and is pretty small. Sharon said we will do that best that we can for the year. Linda is upset that we were not told by the dean and found out by accident. Vivian expressed that this has been a tetris game with lots of moving parts. We need to slow down and HR needs to be involved to send out timely notices to people impacted by space changes. Communication needs to be better timed.

6. **Notification of reporting/org changes**
   Advising found out about their move to Academic Affairs in a meeting and they asked when they would begin reporting to Sharon until the new Assistant Dean Tom Cole starts. However, they were told that Sharon had begun to supervise them two days prior to the meeting and their current dean or VP didn't know. Linda argued that someone needed to tell the dean so she could talk to her people. It feels disrespectful. She understands things are moving quickly but these are people working their butts off to support students and this is not good for their morale. She hopes in the future people can be given a heads up. Allison noted that on paper, they DO still report to Donna. Linda said maybe we need to slow down the changes. Also, the advisors are moving upstairs so Linda wondered if the new space will be ready for them once they move? No moving date set yet. Sharon said the space will be ready.

7. **MassHire**
   They were just notified of their new vendor. The employees there will will no longer be employed by the college after end of day June 30, 2025. Several members employed by MassHire emailed Linda to ask about payouts for sick time, benefits, etc. Allison said paper forms with benefits information were given out when her and Vivian went to inform the staff in person in January. The new vendor was just selected this week and there will be a transition plan. Vivian said responsibility for pension and paid time will be worked out between the vendor and the state. As soon as all the details are worked out, Vivian will communicate it out to those impacted

8. **B & E/A&F projects update**
   Mike said the project will begin June 1 with fencing starting to go up after graduation. They are still finding spaces for some areas but most is worked out. Everyone will receive adequate notice before they move. A new computer lab was built in the Tech Center. Health and Wellness & solar projects should have more information by end of month. There will be a meeting about the potential Whitter project on 3/21. There will be a new projects page on NECC One managed by Lauren Shultz-Yuhasz. The public safety contract is expiring and the new contract went out to bid and a

new company will be announced soon. There will also be a new bookstore contract that will not be with Follett. The bookstore in Haverhill will be moving from its current space.

9. **Academic Affairs**
   Sharon has purchased 30 laptops purchased for faculty. 23 have deployed so far. 7 are still available so reach out to her if you want one.

10. **Search committee updates**
    a. VPAA-selected initial candidates, first round in person
    b. VPSA- selected initial candidates, first round will be on Zoom
    c. Chief of Staff- had first round interviews this week

Meeting ended at about 4:00 PM.

Next MACER Meeting April 17 at 3:00 PM.

Respectfully submitted,

Laura Mondt
NECCPA Director