MACER August 20, 2026 Meeting Notes

Management Association Committee for Employee Relations

Representing Management: Austin Gilliland, Vivian Cavazzi, Mike McCarthy, and Joanne Landers

Representing NECCPA: Linda Giampa, Sara Codair, Jenny Fielding, Louise Michaud

Meeting held in President's Conference Room, Haverhill Campus

NECCPA President Linda Giampa began the meeting at about 3:00 PM. Initially, Austin was the only one present with the other VPs arriving later.

1. Power Outage
    a. Linda said that notification about a planned power outage went out to some employees but not others. People in student affairs received notice but not employees in academic affairs. Austin said she received notice of it late in the day and sent it to her deans, but they may not have seen it in time to notify their employees.
2. Lawrence Parking
    a. With the fall semester about to start, Linda asked how information about available on-street parking would be communicated to employees and students. Mike said online maps would be updated soon, and information would be communicated at convocation. Jenny suggested also having information at WOW tables.
3. Update on Underenrolled Classes
    a. Linda asked Austin for an update on underenrolled classes and how cancellations would impact student cohorts that had to be in a certain number of classes. Austin said advisors were good about helping students find replacements and that there were seats in alternate classes. She said they did not cancel all underenrolled classes. Austin said they are being mindful about what they cancel, citing an example of leaving open one business calc section with lower enrollment than another because it had more business majors in it and encouraged people to watch her video on NECCOne to learn more about the process.
4. Early Availability

    a. Linda asked if people had submitted the early availability forms and said some members were concerned about this. Austin said some had sent them early, and some had not.
5. October forum and Jones report
    a. There was a conversation between the executive board and management about open forums and the Jones study. Management reported they do not want to release it until after the forum because they want to provide context and not be bombarded with "what about my office" type questions that should go to people's direct supervisors. The exec board pointed out that in order for those conversations to happen with direct supervisors, the supervisors need to be informed about what is going on. Austin did mention that at previous meetings, they had discussed having a second forum for questions after it was released. The board was okay with that as long as a second forum happened as people would have questions. Linda emphasized the importance of being transparent and taking input from the people doing the work in their areas. She said people need to be heard and not feel devalued by having decisions made for them by people who are not fully informed about what they do.
6. Lawrence Atrium
    a. Linda mentioned some unit members were concerned with the impression students would get by the police being one of the first things they see when they walk into the Lawrence campus. Mike said they were working on getting people or student workers to staff a welcome desk and said he had seen data that said students felt safer being around police, that they liked taking classes in Amesbury street because it was near the police. Linda asked if Mike could share that data. The conversation went back and forth with the exec board trying to explain why in this current political climate students of color would not feel safe around police, but management did not see it that way.
    b. There was also conversation about student life being in the basement where it was harder for students to find them. Joanne said they wanted more space, and that was where it was available. Jenny raised the concern that the student activities space outside the library and IT would create noise that would make it hard for the library and IT to function but emphasized that she will be happy if the space gets more students to find and use the library.
7. Degree Works
    a. Linda mentioned several unit members have observed issues with Degree Works requiring both student and staff users to log in twice before it will work. Mike asked if he needed to work with IT to resolve this. Linda said the member who reported it already informed IT, but she wanted VPs to be aware.
8. Advising Software

a. Linda said she had heard about advising software from unit members and asked for more information about it. Austin said there were conversations about adopting a newer version of Ellucian but nothing had been decided yet, and if it did happen, it wouldn't be for several years. Mike spoke on how NECC is behind with technology but wants to see how the new Ellucian works at other community colleges before adopting it. It was said that if NECC decided to adopt this, it could take 18 months to implement, so depending on if/when they decided this could be 2 to 4 years away. Management emphasized that the meeting with Ellucian had been a sales pitch and no decision had been made.

9. Austin—Additional updates
    a. Austin reminded everyone that classes start early this year due to Labor Day.
    b. Austin said convocation is Tuesday, September 1 and all employees are welcome. Employees are encouraged to talk with the supervisor and attend if they are able.
10. CRM
    a. Linda asked for an update about the CRM. Joanne said the outside vendors will begin to build it starting September1. Once it is built, employees will be trained on it.
11. Joanne-Additional Updates
    a. When the semester begins, emails will go out about food vouchers for both the Haverhill and Lawrence campuses.
12. Additional Updates—Mike stated
    a. UTEC food truck will be back.
    b. Solar should be connected to the grid in about 6 weeks.
    c. B & E heating units arrived and the contractors are making progress. He said they are doing good work. He said he is hesitant to schedule spring classes but hopes staff will be able to get back in during Spring.
    d. The enhanced Amesbury Street lobby will have a grand opening when complete.
    e. If people were wondering what the big tent was on Thursday, 8/20 was, it was LARK doing Haverhill's Longest Table.
    f. Budget process is ongoing with the state, and NECC is in good shape.
    g. Regarding the Merrimack housing, Mike said they students already lined up for 15 out of the 20 spots in the pilot program. He acknowledged that the housing comes out to about $975 per month and the meal plans were expensive. He said he was looking into ways to support students with scholarship funds.

The meeting ended at 3:58 p.m.