

On Friday, December 13, 2019, BrCCC leadership, impacted members, MCCC leadership, and MTA leadership met with Suzanne Buglione, Erin Wright and Corporate Counsel from the state to discuss the proposed Academic Affairs reorganization. It was a telling depiction of the administration's concern for the climate at the college.

**RATIONALE FOR CHANGE:** The union requested a rationale for the proposed changes and the administration requested a caucus. When they returned, they stated an opportunity arose from the retirement of Bill Berardi and the end of Robin Duncan's contract. The union indicated that was an opportunity for change, but not a justification for another change in a climate that is already experiencing too much change. Vice President Buglione indicated this change would result in less direct reports for her to oversee and a cost savings to the college. The union asked how many less direct reports she would have. She responded she would have one less direct report. The union then asked how much the college would save from these changes. She indicated a few thousand dollars at most would be saved. The proposed changes directly impact more than 43 employees at the college.

**INCLUSION OF STAKEHOLDERS:** The union inquired how stakeholders were engaged prior to the proposed reorganization. Vice President Buglione indicated that she had 1 meeting with the Lash Division, 1 meeting with the Business Division, 2 open forums, 1 anonymous survey, and 1 survey that was not anonymous. We asked how many people participated in this process. She responded that approximately 10 people responded to the survey and estimated 30 people attended the forums. She did not indicate if these individuals were impacted by the changes. Administration provided us with the notification about these opportunities that ran in the Weekly. The union indicated that the purpose for these forums was not clear in their notification and that may have been why there was such little involvement of impacted members. They simply did not know what the administration was planning.

**CONCERNS RAISED:** The union indicated how the proposed changes do not follow any best practices and provided examples of how other colleges are organized. The union also discussed the many ways the proposed reorganization would negatively impact services (e.g., having campuses report to different administrators within the Library than Fall River which is explained more fully in the reorganization section of this email). The union also expressed concerns about promoting 2 administrators without searches and without providing them with adequate support to be successful in these roles. Concerns were also raised that both administrators are taking on more responsibilities and do not work 5 days per week at the college. All of these items fell on deaf ears. Erin Wright indicated the union is representing a small minority and that the masses are happy with these proposed changes. She also indicated this was the change that would improve circumstances at the college. The statewide union representative indicated BCC, out of the entire system, has the only administration that shows a complete disregard for employees.

**REORGANIZATION OF LIBRARY AND LEARNING COMMONS:** Effective 12/15/19, the LLC will report to the Division of Humanities. Oscar Lanza-Galindo is now promoted from director to associate dean and will report to Sarah Klyberg. He has worked at the college for approximately 6 months. He is hiring a Director for the LLC. Librarians at the Fall River campus will report to Oscar. Other campus locations will report to the new Director.

**REORGANIZATION OF LASH CENTER FOR TEACHING AND LEARNING:** Effective 12/15/19, the Lash CTL will report to a new area called Academic Innovation and Professional Development. They will report to Jennifer Puniello who has been promoted from Director of Title III to Associate Dean of Academic Innovation and Professional Development. Nicholas O'Brien, who was the secretary for the now disbanded Lash Division, is now the Administrative Assistant II for the Lash CTL.

**REORGANIZATION OF EXPERIENTIAL EDUCATION:** Effective 12/15/19, Experiential Education will report to the new Division of Business and Experiential Education. Credit for Prior Learning will also move to Experiential Education.

**REORGANIZATION OF BEHAVIORAL & SOCIAL SCIENCES AND EDUCATION:** Effective 12/15/19, Kenneth Holloway who served as the Clerk II for the Lash CTL will serve as the Clerk II for the Division of Behavioral & Social Sciences and Education. An associate dean will be hired for the division and will report to Kathleen Pearle. Paul Correia, Program Director for MAICEI/DDS will be the only employee reporting to the new associate dean.

**FOLLOWING THIS MEETING:** Later that day, the Standard Times ran a story about the toxic work environment at BCC and votes of no confidence. <https://www.southcoasttoday.com/news/20191213/citing-toxic-culture-unions-take-no-confidence-vote-in-bcc-president-laura-douglas>

The union leadership met with members following the meeting to discuss next steps.

1. The union is seeking help from members. The administration is dismissive of the union and is presenting them as a few angry people who do not represent the sentiment of members. We need to show solidarity in order to counter this. This includes attending the next to Board of Trustees meetings. Please indicate how you can help via: <https://forms.gle/k5r6k534tMeoXYDZA>
2. The union is collecting a list of employees who no longer work at the college since July 1, 2017. The administration has dismissed the recent attrition as normal. We need to document just how many colleagues have left. Please contribute/edit this list: [https://docs.google.com/spreadsheets/d/1oGJU4AOwvzmi6lqKYBqahmp\\_5VH5ZsVBdUVtpwyCQjM/edit?usp=sharing](https://docs.google.com/spreadsheets/d/1oGJU4AOwvzmi6lqKYBqahmp_5VH5ZsVBdUVtpwyCQjM/edit?usp=sharing)
3. Union leadership will be meeting during January to create a strategic action plan for the remainder of this academic year, which will be voted upon at our January 21, 2020 union meeting.
4. Recognizing the union needs to be strengthened in this climate, at a time when unions are most needed, we are looking into training opportunities that can be provided to members during the spring semester.
5. The union is advocating that you share ANY concerns you are seeing at the college so we may collect them and advocate. In a climate of fear and distrust, we cannot become complacent. The only way this college will improve is if we collectively fight for accountability. We will represent you and you are not alone. Please contact union officers via their private contacts: <https://bristolcommunitycollege.mtasites.org/about/brccc-leadership/>
6. As an opportunity to alert prospective candidates about the state of this institution, please share your experiences about working at BCC at <https://www.glassdoor.com> and <https://www.inhersight.com>

In solidarity.