

President's Message

April 2005...



Rick Doud,
MCCC President

During the last several years, it has been increasingly difficult to keep a positive mental attitude as an individual employed in public higher education in the Commonwealth of Massachusetts. We all know what we do is vital, and working with college students provides a great deal of psychic income, but we've reached a point where that just isn't good enough any more.

We have a governor who has shown a continued lack of respect for the good work

we perform. We have a legislature that has provided us with the largest reduction in state funding for public higher education in the nation between 2001 and 2004. Additionally, both the governor and the legislature are responsible for the lack of any pay increase for over 1000 days.

Yet when things seem to be at their bleakest, a ray of hope appears on the horizon. In late March, the Senate Task Force on Public Higher Education released a very promising report. The Task Force calls for the state to begin "investing in our future" by significantly increasing state spending on public higher education over the next five to seven years. The Task Force, co-chaired by Senators Panagiotakos and Rosenberg, has laid out a plan that calls for:

1. Full "formula" funding, which will require an increase of \$400 million dollars- in state spending on public higher education.

2. The use of general obligation bonds in order to increase capital spending at the

state and community colleges by 1.2 billion dollars.

3. An immediate increase in needs-based financial aid of 7 million dollars for students attending public higher education institutions in the state.

4. An increase in funding directly related to hiring new faculty and professional staff.

5. The establishment of a general policy of retained tuition, and within one year a plan for community colleges to phase out the difference between Day and DCE unit work.

Although the last recommendation will pose some problems for the MCCC, as a package the Task Force's recommendations are a huge step in the right direction for public higher education. As of now, this is just a report, but the legislature will be drafting language that will make this report a reality in the near future.

Given that budgets are tight again, it will

be difficult to get such legislation enacted. The MCCC and the community college presidents will be working very closely with legislators to make this happen. After years of neglect, we have a window of opportunity to do what the Commonwealth should have been doing all along: investing in public higher education. Our state currently ranks 49th in the nation in state spending on higher education per \$1000 of state income.

The Commonwealth is at a crossroads. The state can continue spending more on incarcerating its citizens than on educating them in our public colleges and universities, or the state can invest in the future. The time to invest in our future is now. The economic vitality of the state is at stake. We must increase spending on public higher education if we are to provide an affordable, quality public higher education for the working families of this state.

In Solidarity.
Rick

Salary Calculations to Consider

By Margaret Wong, Quinsigamond Chapter

A dollar in 1970 is worth \$4.97 today (using the inflation calculator provided by the U.S. Department of Labor Bureau of Labor Statistics, <http://data.bls.gov/cgi-bin/cpi/calc.pl>).

In 1970 the average salary for faculty teaching at a public 2-year institution was \$12,644 (National Center for Education Statistics (NCES) <http://nces.ed.gov/>).

Adjusted for inflation using the BLS calculator, this is equal to \$62,502 today. Currently, the average MCCC salary is \$55,574. (NEA 2005 Almanac of Higher Education <http://www2.nea.org/he/healma2k5/a05p7.pdf>).

So what are some of the implications of these numbers?

Some history first: In 1970 MCCC faculty were teaching 4 courses for an amount close to \$62,502 (it was probably higher, but for argument's sake I'll just use this available figure). By 1999 this salary had dropped 21.6 percent of its value to \$42,560 (NEA Table, measured against a 1999 adjusted salary of \$54,291.03 using the BLS calculator) because raises didn't match inflation over a 29-year period. In 1999-2000 MCCC unit members essentially agreed to take on 25 percent more work for a 23 percent monetary gain. The salary average increased to \$54,853.

What did this agreement really cost us?

In 1970 MCCC faculty were teaching four courses for \$62,502.

Today MCCC faculty are teaching five courses for \$55,574.

In other words MCCC faculty have 25 percent more work for 11 percent less pay when compared to their 1970 counterpart. If the 1970 salary were adjusted by 25 percent to pay for the 25 percent increase in workload, our average salary today would be \$78,127.50. Our net loss is \$22,553.50.

So, with our most recent, non-contract situation, instead of operating under the 21.6 percent loss that our 1999 counterparts were suffering, we are now operating under a 29 percent loss in salary value.

In sum, we are essentially making 29 percent less than our 1970 counterparts? Why? Is our work worth 29 percent less? Are we working 29 percent less? Are we 29 percent less qualified? In fact, every indicator shows the opposite to be truth; the qualifications of the individuals as well as the quality of our work have consistently improved over time. This being the case, the loss in respect for our worth is far greater than 29 percent. ■

MTA Candidates	No. of Votes
Nahum Abe Sherf	341
Dennis Fitzgerald	335
James Rice	331
Joseph LeBlanc	329
Rick Doud	324
Joseph Rizzo	322
Donald Williams	322
Caroline Schwarzwalder	320
Carolyn Tetrault	318
Joseph Modugno	315
Geri Curley	314
Maureen Bourbeau	313
Donnie (Diana) McGee	313
Margaret Wong	313
Maureen Woolhouse	313
Roberta Albano	312
Phyllis Barrett	312
Paul Lospennato	312
Richard Ponticelli	312
Andrew Ellis	309
Christopher Hoeth	309
Carol Mathison	308
Arthur Neuner	308
Douglas Buckley	307
Carol Giaquinto	307
Kenn Anania	306
Paulette Howarth	305
Kenneth Czuchra	304
Pamela Donahue	304
Lynn Kleindienst	304
Sharron Gillies	303
Lois Martin	303
Richard Nagle	303
Ronald Coelho	302
James Tressel	302
Raymond Puchot	301
Robert Gillies	300
John Murgio	300
Joseph Nardoni	300
Kenneth Takvorian	300
Sheila Oheir Coelho	299
Mark Lange	299
Mark Palermo	299
Henry Camillo	298
John Jacobs	297
Clark Grain	296
Gail Guarino	294
Edward (Ned) McGuire	292
Allan Kohrman	291
Mary Nelson	291
Martin Comack	287
Carole Dupont	26
Michael D'Entremont	25.25

MTA Candidates	No. of Votes
R. Michael McSwenney	25
Susan Dole	24.25
Sara Satham	23.25
Robert Riedl	2
Nancy Tufo	2
Thomas Salvo	1.25
Donna Bedinelli	1
Nancy Donahue Berthiaume	1
Richard Boulware	1
Patrick Conroy	1
James Dutcher	1
Dan Hanover	1
Diane Puopolo	1
Michael Puopolo	1
Leighton Shields	1
Ileana Vasu	1
Pat Washington	1
Anne Wiley	1
Mohammed Zefzaf	1
Caroleann Bready-Lyons	0.25
Orikate Brown-West	0.25
Doug Clifford	0.25
Tom Curley	0.25
John Daly	0.25
Telemun Gebrehiwo	0.25
Robert Laurie	0.25
Donald LeBlanc	0.25
Joanne Dupuis	0.25
Peter B. Lee	0.25
____ Lynch	0.25
Timothy M'Laughlin	0.25
Thomas Mofford	0.25
Mike Nduaguba	0.25
Ralph A. Parente	0.25
Richard McGuinness	0.25
Ann Marie Quammie-Alleyne	0.25
Greg Sethares	0.25
William Watson	0.25

NEA Candidates	No. of Votes
Dennis Fitzgerald	256
Catherine Boudreau	244
Nahum Abe Sherf	242
James Rice	233
Joseph Rizzo	214
Geri Curley	200
Carole Dupont	199
Maureen Bourbeau	196
Pamela Donahue	196
Peter Flynn	196
Carol Mathison	194
Maria Estela Carrion	192

Election Results

The 2005 MCCC election for delegates to the MTA Annual Meeting at the Hynes Auditorium in Boston on May 13 and 14 and the NEA Representative Assembly (NEA-RA) in Los Angeles, Calif. July 1-6 was concluded on Apr. 1.

The 15 highest vote recipients for the NEA-RA will receive reimbursement of expenses up to \$800 from the MCCC, plus a \$400 stipend from MTA.

The MCCC is allotted 82 delegates to the 2005 MTA Annual Meeting. Delegates receive a \$50 per day stipend to cover expenses, and those living more than 25 miles from the meeting are eligible for a shared hotel room for Friday night.

NEA Candidates	No. of Votes
Christopher Hoeth	186
Kenneth Takvorian	182
Joseph Nardoni	178
*Robert Gillies	177
Mark Palermo	177
Kenneth Anania	177
Douglas Buckley	171
Henry Camillo	170
Raymond Puchot	168
Andrew Ellis	160
Michael D'Entremont	9
Michael McSweeney	9
Sara Satham	8
Susan Dole	8
Thomas Salvo	1.50
Virgilio Fernando Acevedo	1
Donna Bedinelli	1
Richard Boulware	1
Patrick Conroy	1
Don Hanover	1
Diana McGee	1
Diane Puopolo	1
Michael Puopolo	1
Ileana Vasu	1
Pat Washington	1
Mohammed Zefzaf	1
Orikate Brown-West	0.25
Ronald Coelho	0.25
Tom Curley	0.25
Joanne Dupuis	0.25
Telahun Gebrehiwdt	0.25
Richard McDunness	0.25

MOVING?



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