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MCCC News

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MCCC at the Inauguration



See if you can find Mass Bay's Ned McGuire in the crowd listening to Gov. Patrick's inaugural speech.
(Photo by John Tlumacki - Boston Globe. The photograph was originally published in The Boston Globe on January 5th 2007.)

A number of MCCC members attended events in Boston to celebrate the inauguration of Gov. Deval Patrick. After years of hostile and closed administrations, the promise of a supportive and open one provided many MCCC members with the inspiration to participate.

The first part of the day was the swearing in ceremony, held for the first time outside on the State House steps, with the event open to the public. MCCC members got right up front. The very tall Ned McGuire, Director from Mass Bay, was prominent at the front of the crowd in the *Boston Globe's* front page photo.

The governor's speech was full of hope. And he said a lot things that would please community college faculty and staff. He said, "I see the way the public schools too often fail poor kids and the how the cost of public colleges is pushing young people out." And then went on to say, "But I also see the creativity of our universities."

He said, "I know that we can have more and better jobs, and a stronger economy. But we will need the best prepared workforce on the planet." And then he promised to make, "Public colleges and universities every bit as well-supported and honored as their private counterparts."

While not directly referring to unions, he set a positive tone towards public service. Unlike the negative attitude shown by the last four administrations, Patrick said he wants "to enable our public employees to concentrate on the public service at the core of their assignments, and to enable your governor to advance the agenda you elected me to do."

A group of MCCC members joined President Joe LeBlanc for lunch where they shared their buoyant spirits. This set the celebratory mood for several of them to continue on to the later festivities.

A few MCCC members continued on with Vice President Donnie McGee to the formal ball that was held later in the evening. All the members who attended events that day agreed that it made them feel that the future will be brighter. ■

Regional Adjunct Faculty Meetings

MCCC President Joe LeBlanc has scheduled meetings at the following dates and locations where adjunct faculty can meet and share their issues with him and other MCCC leaders. The times will be from 4-6PM. Postcards will be sent to all DCE Unit members with more specific information. You can also check the website http://mccc-union.org.

Northeast:
Feb. 27 at Northern Essex CC, Technology Center/TC103

Central:
March 1 at Quinsigamond CC, Suprenant 103

Boston:
March 27 at Roxbury CC, Faculty Lounge Bldg. 3, Room 424

West:
March 8 at Holyoke CC, Kittredge Center

Southeast:
April 19, at Bristol CC, Ryckebusch Lounge, G-Bldg.

Preserving the Promise of Classification

A special joint labor management task force is being formed to explore how to acheive the salary equity that the Classification Study promised.

Union members of the committee include current president Joe LeBlanc, vice president Donnie McGee, MTA Consultant Katie D'Urso and three past MCCC presidents: Rick Doud, Phil Mahler and Susan Dole, who were all involved in negotiations for the Classification Study and the resulting collective bargaining agreement. They will be joined by QCC professional staff member Dale LaBonte and STCC science faculty member Carole Dupont.

Management committee members include college presidents David Hartleb of NECC, Daniel Asquino of MWCC and Terence Gomes of RCC along with Jan Motta, Executive Officer for the Community College presidents and Haidee Morris from the Community College Counsel office. Hartleb is chair of the Presidents Council and Asquino chairs the presidents' Labor Relations Committee. Peter Tsaffaras of the BHE, who supervised the original study, will also participate.

Other people will be invited to participate as the Task Force's work progresses.

Implicit in the Classification Study was the objective of keeping Massachusetts community college faculty and staff salaries competitive with the salaries in the comparable ten states. The MCCC members accepted the increased teaching workload in those states with the expectation that their salaries would keep up with those other states.

But MCCC salaries have not kept up. According to research done in December 2006 by union Research Coordinator Hilaire Jean-Gilles, which followed the methodology of the classification consultants DMG–Maximus, the average Massachusetts salary is $7, 658 below the promised 75th percentile of the other states. (See Table 1, page 2.) A 13.85 percent increase would be required to bring the salaries up to the promised level.

In fact, the average salaries for faculty in Massachusetts community colleges have been declining at all ranks since 2002. (See Figure 1.) This has also been a trend at the state colleges as well. Although the two early retirement incentives might seem to explain this decline relative to other states,

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MCCC *Newsletter*
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Strategic Action

Great Expectations: Managing Access To Promote Success



Donnie McGee, SAC Chair & MCCC Vice President

The New Year is upon us with its great expectations and its challenging realties. At community colleges across the Commonwealth, faculty, professional staff, administrators and other personnel have been welcomed to the start of a new semester and a new year. College presidents have outlined the challenges and the goals for the months ahead. Increased enrollments, new projects, and expansion plans have been heralded on our various campuses. Such growth is considered proof that these institutions are succeeding with their open door policy and therefore serving our communities effectively. But expansion, increased access, and creative initiatives do not in and of themselves equate to success.

As our colleges move forward with the work that lies ahead – providing adequate support to enrolled students statewide, increased pressure is being placed upon each of us and all of our institutions to do more with less. The state budget is struggling with an anticipated $1 billion structural deficit; public services across the state will be difficult, if at all possible, to maintain at current levels; and public higher education in this state has yet to receive the dollars that will begin to fund the $400 million gap that exists between current allocations and those needed to sustain the ability of public colleges and universities to contribute to the vitality of this Commonwealth.

These constraints, however, have not deterred community colleges from a continued march "forward" to the tune of increased access and expansion. The implication to the public is that these institutions can be all things to all people, regardless of the state of the state or of the Commonwealth's lack of commitment to public higher education.

Ironically, as our colleges compete for dollars and respect with creative strategies to increase access, presidents and administrators put success and our colleges' accountability in jeopardy by not applying the reins to a growth that may well be impossible to sustain. These campuses have struggled for far too long to ensure increasing levels of services to the growing numbers of students by greatly increasing part-time employment, expanding the reliance on grants and fundraising to supplement the revenues that have not been forthcoming, and over-relying on a very committed core of full-time employees. But this modus operandi is not working.

Morale is low on all 15 campuses; colleges are struggling with fragmentation and frustration. The constant state of flux, the ongoing struggle for increased funding, and the continual demands for bigger, faster, more have taken a toll on both the mission and those responsible for its implementation. Our colleges can not simply provide access to educational opportunity; our instituions must facilitate success. To do so requires broad-based and predictable support for everyone involved with teaching, advising, and related services. Otherwise, our open door is simply a revolving door. Without sufficient resources, these institutions cannot support students effectively.

The worldly mantra of bigger is better is not appropriate for us to adopt – or succumb to. Without the long overdue funding to sustain current commitments, programs, and students, how can we expect to expand campuses, increase enrollment, and still be successful? How will that success be defined and by whom? And will it be those who provide the teaching and counseling and advising of increased numbers of students who will be faulted for institutions falling short of reaching their goals? Will this continue to haunt us at the bargaining table?

We should not march forward with a deaf ear to the cries for accountability that accompany public service and statewide funding. Community colleges are under serious scrutiny, statewide funding is at an all time low, and contract negotiations are negatively impacted by any implication that more should be expected of our students and ourselves, given the totally inadequate resources that plague our operations. In the past 5 years, we have had many semesters of increased enrollment accompanied by a perversely inverse downward spiral of state funding. Our colleges cannot ignore this abandonment by the state anymore and expect success on our campuses. Nor can we continue to push forward until state funding matches the promises and the rhetoric in support of our mission.

College presidents, administrators, and trustees need to balance vision with the current fiscal and political realities. All of us need to focus on retention and the goal completion needs of current students and give full attention to the programs and partnerships that currently serve our communities. The public has great expectations of all of us. And they will judge us in ways they deem appropriate. Such judgments will surely speak loudly to those who control those all important purse strings.

Diana (Donnie) McGee
MCCC SAC Chair

Communications Coordinator Posting

MCCC personnel policy dictates that the position of communications coordinator be opened up for applications in the first three appointments of an appointee regardless of whether or not the existing coordinator plans to continue.

Position Description

The Communications Coordinator oversees and coordinates internal and external communications of the Council, reports on events and activities related to the Council and its members, and publicizes activities of the Council.

This Coordinator

• publishes at least nine monthly issues of the newsletter of the organization per year,

• creates pamphlets, flyers, etc., for the MCCC as necessary,

• attends the meetings of the MCCC Board of Directors and Executive Committee and other events,

• encourages and assists chapter newsletter coordinators, including offering training opportunities.

Qualifications

A candidate must possess strong writing and speaking skills, must be a team player, and must be proficient in common media-related computer applications. A candidate must provide evidence of writing, editing, and word processing and other print production skills, must be familiar with the journalistic process from writing to printing stages, must demonstrate effective skills in the areas of interpersonal and public relations. Desirable qualities include knowledge of and experience with desktop publishing and public relations experience.

MCCC Support

An initial appointment is for two years. A beginning stipend of approximately $8,298 is provided, and, if a full-time MCCC member, two sections of reassigned time are available. Application Process Applicants for this position should send a letter of application and résumé to Communications Coordinator Position Application

MCCC
27 Mechanic Street
Worcester, MA 01608-2402

Applications must be postmarked no later than May 1, 2007. As a minimum the application materials should address the qualifications listed above. ■



MCCC members gather after the inauguration. From left, Ned McGuire MBCC, President Joe LeBlanc, Frank Leary NECC, Susan Dole BHCC, Vice President Donnie McGee, Andria Schwortz QCC, and Michael d'Entremont BHCC.

Table 1 Comparison of Salaries from the 10 Similar States in Classification Study at the 75th Percentile

	AAUP 97-98	IPEDS 97-98	IPEDS 01-02	IPEDS 02-03	IPEDS 03-04	IPEDS 04-05	IPEDS 05-06
Texas	40,000	40,150	51,175	48,125	48,479	50,612	51,784
Florida	41,600	46,350	52,600	54,300	54,300	53,844	56,923
Washington	42,000	42,000	46,000	50,500	50,970	50,458	49,398
Ohio	48,300	48,150	53,925	57,025	58,404	61,723	63,887
Pennsylvania	51,300	50,200	54,300	55,175	56,673	57,405	57,007
New York	56,500	57,825	52,125	63,300	63,938	66,533	64,725
Illinois	57,100	57,850	60,900	61,250	64,520	67,314	69,125
New Jersey	57,700	57,450	59,225	60,650	62,441	63,425	65,171
Michigan	63,100	64,200	54,175	64,200	72,587	70,182	74,270
California	63,700	62,950	76,800	69,925	77,989	75,026	76,906
Average 75th percentile	53,130	52,713	56,123	58,445	61,030	61,652	**62,920**
Massachusetts Average Salary	42,211	41,311	57,064	56,222	55,679	52,623	**55,266**

Know Your Day Contract

February 2007

Feb. 1 Summary Evaluation returned p.41, 42
Feb. 1 First Year Professional staff evaluations completed p. 42
Feb. 1 Sabbatical Recommendations forwarded to boards of trustees p. 18
Feb. 10 Summary evaluation rebuttals due p.41
Feb. 15 First year professional staff evaluation conference p.42
Feb. 20 Course materials returned p.40
Feb. 28 New full and part-time hire list due MCCC

N.B. Dates may vary depending on the first day of classes. Most of these dates are "last date" standards. In many instances the action can be accomplished before the date indicated. Page numbers refer to the last printed contract. 2006-2009 contracts are in production. ■

In Solidarity

‘Permanent and Lasting Change’ Will Come Slowly if We Work Together



Joe LeBlanc, MCCC President

It was a grand day in December at the Higher Education Summit at UMass-Amherst. Governor-Elect Deval Patrick promised to be our champion. He promised to revitalize our public higher education system. He asked us to be patient. “It will take eight to 12 years,” he said, adding that together we can create permanent and lasting change.

Eight to 12 years indeed. The recent less-than-promising fiscal news drives home the importance of transforming our thinking from a short-term, crisis-driven model to one of strategic thinking and long term direction. Let’s start with our challenges:

• The economy is less than robust. In December, the unemployment rate increased to 5.3 percent compared to a national rate of 4.5 percent. The Romney era ended with a whimper.

• State revenue growth has slowed. Meeting with House members, Speaker Sal DiMasi warned his colleagues about slowing revenue growth in FY08, adding that it will be a “monumental task” to preserve existing levels of services. Budget writers predict revenue growth of 3 percent for the next fiscal year.

• The new health insurance law moves slowly towards full implementation. The Connector, the authority charged with overseeing the Commonwealth’s new health insurance law, rejects plans to provide 160,000 uninsured residents – including several hundred of our adjuncts – with health insurance at a too expensive cost of $380 a month. It’s anybody’s guess as to how this will affect the Connector’s ambitious implementation schedule.

Facing a $1 billion shortfall starting July 1, Gov. Patrick directed his cabinet secretaries to produce plans to reduce state spending by 5 and 10 percent. The Governor promises a methodical approach to budget cutting, saying that he will seek efficiencies first and preserve essential state services. While developing this budget, he promises to be candid and open. He promises to listen to and act on our advice while encouraging all of us to face our problems and work together to solve them.

Of course, public higher education is an essential state service. Our community colleges serve half the students in our public higher education system. Our students gain job skills, graduate and often transfer to four-year colleges and universities. They raise their families, work and pay taxes in Massachusetts, returning the state’s investment in them many times over. Our members fear another year of budget cuts, recalling the worst in the nation cuts seen during the early Romney years.

The Governor promises to seek long-term solutions. We listen. He tells us the era of sound bites and gimmicks is over. We lean forward to see if all of this can be real. He asks us to stick together and work for lasting and meaningful change. Our faculty and staff, so accustomed to working in a neglected system of broken promises, figure “What the hell, we like his vision and things can’t get any worse.”

Governor Patrick has some serious promises to keep. He will not be crowned our champion overnight, but we do expect him to fight for incremental improvements even in a less than perfect budget year.

We pledge to work with all stakeholders to transform our system. We will work to increase state funding for public higher education and provide improvements to our capital infrastructure. We will fight to reform the contract funding process and provide health and pension rights for our adjuncts.

The Governor’s “permanent and lasting change” of making our system the best in the country will come only if we work together. ■

Nominees for MTA Annual Meeting and NEA-RA

The following nominations have been received at the MCCC office and website.

Candidate	MTA	NEA	College
Adamowicz, Catherine	X		BRCC
Adler, Gabriela	X		BRCC
Albano, Roberta	X		STCC
Amaya, Melida	X	X	RCC
Anania, Kenneth	X	X	MACC
Barnes, Claudine	X	X	CCCC
Boudreau, Catherine	X	X	MACC
Camillo, Henry	X	X	MACC
Comack, Martin	X		MBCC
Curley, Geri	X	X	BHCC
D'Entremont, Michael	X		BHCC
Dole, Susan	X	X	BHCC
Donahue, Pamela	X	X	NECC
DuPont, Carole	X		STCC
Doud, Rick	X		MICC
Fitzgerald, Dennis	X		MACC
Gillies, Robert	X	X	QCC
Gillies, Sharron L.	X	X	QCC
Guarino, Gail	X	X	CCC
Hoeth, Christopher	X	X	BRCC
Howarth, Paulette	X		BRCC
Kohrman, Allan	X		MACC
LeBlanc, Joe	X		NECC
LePage, Jerry	X	X	BRCC
Magnolia, Tiffany	X		NSCC
Mahler, Philip	X		MICC
Martin, Lois	X		MACC
McGee, Diana (Donnie)	X	X	BRCC
O'Neill, Joe	X	X	MBCC
Parsons, Ellen	X	X	MBCC
Parsons, Thomas R.	X	X	MBCC
Puchot, Raymond	X	X	BRCC
Rice, James F.	X	X	QCC
Rizzo, Joseph	X		NECC
Salvo, Thomas R.	X	X	NECC
Satham, Sara	X		BHCC
Schwortz, Andria C.	X		QCC
Takvorian, Kenneth	X	X	MWCC
Tetrault, Carolyn L.	X		STCC
Williams, Donald R.	X		NSCC
Wong, Margaret	X	X	QCC
Yohe, Diana	X	X	BRCC



MSP vice president Steve Gencarella, left, and Ferd Wulkan speak to the MCCC Board of Directors about PHENOM.

PHENOM: A New Phenomenon in Mass Higher Ed.

Over the past two years the idea of establishing a group to advocate for public higher education has been discussed by a wide range of interested people from state senators to rank and file faculty.

These discussions have resulted in the founding of an organization that, at least for now, is called PHENOM (Public Higher Education Network of Massachusetts). The initial organizing has been done by The Mass Society of Professors (MSP), the faculty union at UMass Amherst, but the group’s goal is to organize all the stake holders —unions, college administrations, trustees, alumni, students, and parents— into a powerful political force.

The organization prepared a document. *Advancing Public Higher Education in Massachusetts*, and presented it to then Gov.-elect Deval Patrick in December, which laid out an agenda for improving the system. The basic objectives were listed in the December issue of the *MCCC News*. The organization has a website with more in depth information on it: *www.phenomonline.org*.

Representatives of PHENOM came to the MCCC Board of Directors’ meeting in January to solicit support. MSP vice president Steve Gencarella and Ferd Wulkan, an MSP staff person, explained the plan for organizing, noting that community college participation is important because they enroll approximately half of all the students in the system.

Members of the Board pointed out that if the MCCC were to become involved, a significant part of the organization’s agenda should focus on community college concerns. It was pointed out that MCCC members went to the State House and lobbied for UMass raises, In fact, the MCCC is one of the most active segments, politically.

Board members also pointed out that many U Mass and state college students are former community college students who then transfer to the four-year institutions. The PHENOM representatives apparently understood the importance of community college participation because MCCC President Joe LeBlanc was later invited to co chair the organizing meeting on Feb. 1 at Framingham State College.

The Feb. 1 meeting agenda included a discussion of the organizing strategy and planning for a Feb. 22 kick off event at the State House. This day is billed a Lobby Day and Founding Convention for PHENOM. Its intent is to make the organization’s presence known both on a large scale, press worthy event, and in the smaller more personal scale of meetings with individual legislators.

The lack of advocacy for higher ed. in Massachusetts has long been bemoaned. This was brought out in the extreme when members of the legislature found it necessary to propose legislation requiring the Board of Higher Education to be an advocate for the colleges. The leaders of PHENOM hope to leverage the thousands of faculty, staff and administrators with the tens of thousands of alumni, students and parents into a force to be reckoned with. ■



Gov. Patrick takes oath of office from Senate President Travaglini as Mrs. Diane Patrick and Lt. Gov. Murray stand by. (Photo by Ned McGuire.)

Directors Notes

At the January 17 meeting of the MCCC Board of Directors the following actions were taken.

• The Board voted to waive the following policy for two chapters, Holyoke and Springfield Technical, related to Fall 2006 chapter support: To receive Fall chapter support, a chapter must have on file a final financial report from the previous fiscal year.

• The Board voted to refer the existing policy concerning failure to supply the annual chapter financial report to the Finance Committee for consideration of changes to the policy.

• The Board voted to appoint Kathleen McDonough as an alternate member of the Personnel Committee while Margaret Wong is on leave.

•The Board voted to support and participate in PHENOM (Public Higher Education Network of Massachusetts), a grassroots coalition in support of public higher education in Massachusetts (Sherf/McGee). ■

MCCC
MTA/nea

MCCC News

http://mccc-union.org

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Around the Campuses

STCC Celebrates Rosa Parks Day

On Dec. 1, Springfield Technical Community College held its Second Annual Rosa Parks Day. The keynote speaker this year was Mrs. Park's niece, Rhea McCauley.

The event commemorates the date, Dec. 1, 1956, when Mrs. Parks refused to give up her seat at the front of a bus to a white man in Montgomery, Alabama. Mrs. Parks died in 2005 at the age of 92

Before the November elections, the STCC/PA voted to co-sponsor the event. Chapter Vice President, Nicholas Camerota, is a founding member and co-chair of the Rosa Parks Day Committee.

More than 1,000 students joined with the Union in signing letter of support for an invitation to Governor-Elect Deval Patrick. Patrick was unable to participate, but through the efforts of E. Henry Twiggs, Chairman of the Springfield Democratic City Committee, the Gov-elect's wife, Mrs. Diane Patrick, did appear and speak.

Springfield has a long history in the struggle for racial equality. Once described by civil rights leaders as "the Selma of the North," the mayor and city council issued proclamations honoring Mrs. Parks, which were read at the event. STCC is located in the heart of the city's African American neighborhood.

Over 300 faculty members, students, and community guests packed Scibelli Hall for the event. McCauley spoke about the inspiration she got from her "Auntie Rosie." Mrs. Patrick praised Parks said that the lesson Parks has taught us is, "We can't remain silent in the face of hatred anymore." She also spoke about her husband's commitment to Springfield.

Prof. Camerota read a message from former U.S. Attorney General Ramsey Clark urging the audience to fight against poverty, racism and war. The Philosophy professor added his own denunciation of the war in Iraq. He also praised the efforts of Mr. Twiggs in making the event possible.

A teach-in was held that featured presentations by a number of prominent Springfield African Americans who were active in the civil rights movement of the 1950s and 1960s. Among them were State Representative Benjamin Swan (D-Springfield), Chair of the Black Legislative Caucus, and Mrs. Ruth B. Loving, who was part of a delegation that welcomed Mrs. Parks to the Springfield on Nov. 12, 1956.

STCC President Ira Rubenzahl said that the event reflects the college's aspiration to be a truly multicultural institution. ■

Preserving the Promise…

Continued from Page 1

it cannot the case because at UMass, where there was the same early retirement programs, salaries have seen no such decline, but instead have seen a steady upward progression. (See Figure 2.)

No faculty or staff have had their pay reduced. But it is the averages that have dropped. Although senior members have left, the salary increases for remaining members who are moving up in seniority are not seeing their increasing seniority compensated at the same rates as the retiring members had seen.

Employees of the Board of Higher Education, as community and state college faculty and staff are, clearly do not get the same pay increases as employees of the U Mass Trustees. With Gov. Patrick looking to reorganize a variety of state agencies, there has been talk of unifying the education areas. Although putting higher ed. in with K-12 could be problematical, putting community colleges in with U Mass would seem to be a positive change for the MCCC.

The salaries for MCCC DCE Unit faculty have also had a steady progression since 1996. (See Figure 3.) Contracts for these faculty are negotiated between the MCCC and the college presidents. ■

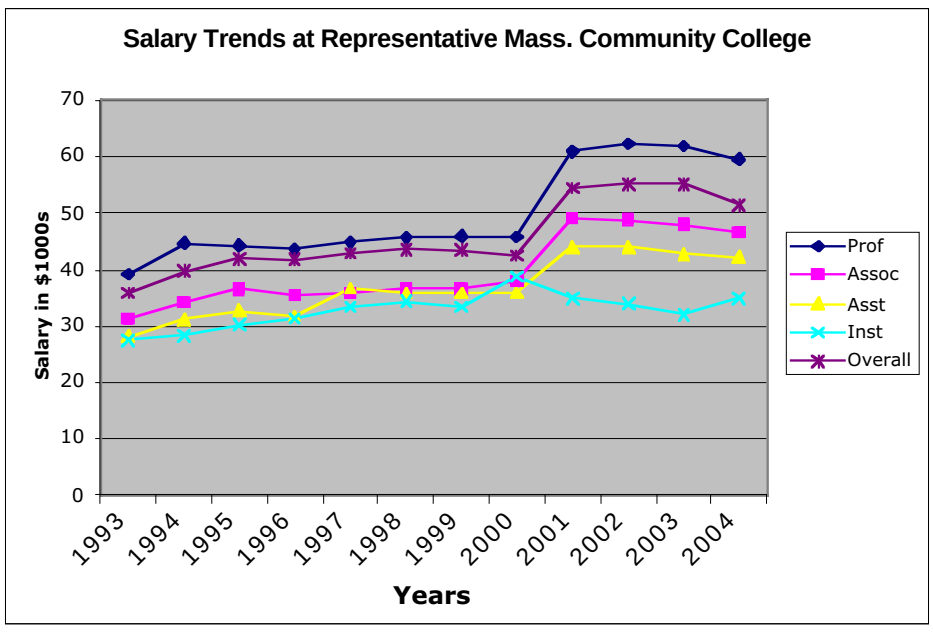


Figure 1 Salary Trends at a Representative Massachusetts Community College (Data source IPEDS)

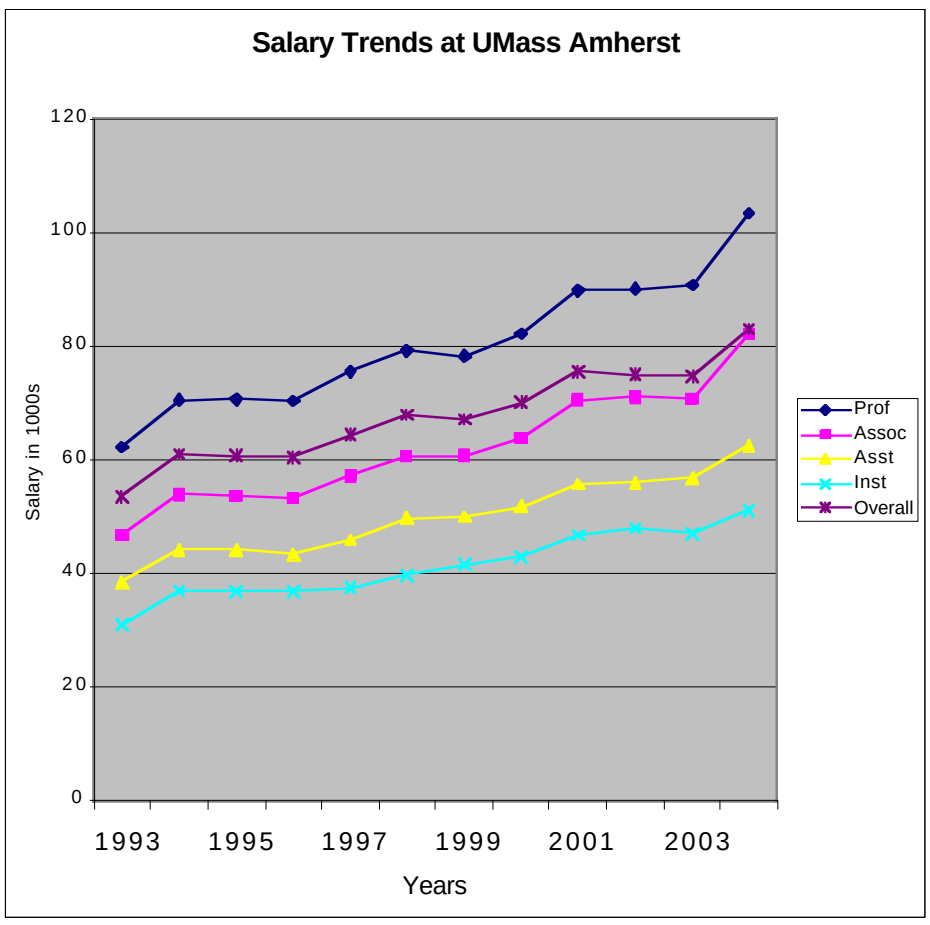


Figure 2 Salary Trends at U Mass Amherst (Data source IPEDS)

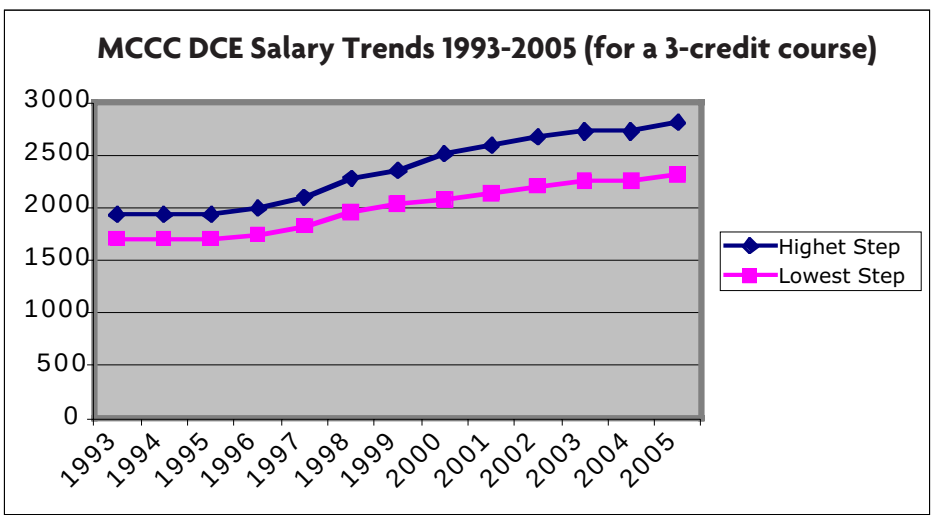


Figure 3 Salary Trend for DCE Faculty in Mass. Community Colleges (Source MCCC Contracts)