

MCCC News

The Official Publication of the *Massachusetts Community College Council* / Volume 15, Issue 6 / March 2014

Hundreds Attend Higher Ed Advocacy Day

In what has become an annual event, March 5 found hundreds of Massachusetts students, faculty, staff and administrators filling the halls of the State House to advocate for support of public higher education in the state.

Advocacy day is sponsored by a coalition of groups that include the Public Higher Ed. Network of Massachusetts (PHENOM), and various MTA higher education local associations (like the MCCC). This is the time of year when the state budget for the next year is being formulated, and it is a time when a host of groups seeking state support fill the hallways on Beacon Hill to make their cases for funding.

Bringing not just organized labor from higher ed., but students and administrators as well, Advocacy Day presents legislators a broad group of stake holders that is less easily dismissed as having a narrow

self interest. This year the “asks” were relatively simple: increase funding overall and preserve last year’s freeze on run-away fee increases for students.

Cold weather may have caused the attendance to be down from the previous two years when balmy early spring temperatures allowed for more outdoor, public actions. UMass brought busses of students from Amherst, Dartmouth and Lowell, but community colleges were also well represented.

The kick off assembly in the Gardner Auditorium was emceed by Stephen Fanus, a student from Bristol Community College, and MCCC President Joe LeBlanc representing the MTA Higher Ed. Leadership Council (HELIC), gave a rousing opening address. Two out of the three students giving presentations on their personal educational journeys were also community college students. Their stories, and the stories of other students participating in the day, give legislators faces to connect with the policies they enact.

And the stories were compelling. Fanus was born and raised in the Caribbean islands of St. Lucia and Barbados with an

illiterate mother. He didn’t attend school until he was 13, and when he did, he was so far behind that the other students ridiculed him, and the nuns at the Catholic school beat and punished him. He left without learning to read. At 42 he began his educational journey at Bristol Community College. He praised the dedicated

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Heather Hilton, a student from Massasoit Community College, shared her story of escaping abusive relationships through her education at Massasoit.

(Photo by Don Williams)

MCCC ELECTIONS REMINDER
On line Voting Closes March 28

DCE Contract Update

Management continues to act shamelessly on the labor relations front.

On Jan. 13, the MCCC DCE Bargaining Team and management shook hands to celebrate reaching agreement on a DCE Tentative Agreement. The terms of this TA were outlined in the last issue of the MCCC News, on our website and in the ratification materials sent to all DCE unit members. Note: ballots must be received by Thursday, March 27 at 4 p.m.

Minutes before the January Board of Directors meeting, management counsel and chief spokesperson Atty. James Brown called MTA consultant Bob Whalen and

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Deputy Commissioner Meets The MCCC Board

Carlos Santiago, Senior Deputy Commissioner at the Department of Higher Ed., came to the MCCC Board of Directors’ February meeting to discuss the policies regarding the changes in developmental mathematics.

He first began by introducing himself. He was hired into this newly established position in March 2013, and he said the best way to think of this position is as the chief academic officer (CAO) of the DHE.

A major responsibility is implementing the Vision Project.

Santiago received his doctorate in Economics from Cornell University and was a Full Professor at the University of Wisconsin at Milwaukee. He also taught at Wayne State and SUNY Albany before moving into administration.

His administrative work included being Provost and Vice President of Academic Affairs at SUNY, and then Chan-

cellor of the University of Wisconsin at Milwaukee, and his last position was CEO of the Hispanic College Fund.

Santiago pointed out the high numbers of students requiring developmental education in community colleges has become an issue that the DHE is addressing. He cited studies that show students who have to take multiple developmental courses have very low graduation rates. DHE has partnered with the group Complete College America that advocates for reducing the numbers of students required to take developmental courses.

Mathematics and writing are the major areas where incoming students are deemed to need remedial work. Santiago noted that questions have been raised about the efficacy of assessment tools like the Accuplacer that have been used to determine students’ readiness for college level work. The DHE has determined that too many students have been placed in remedial courses, and that it is imperative to change the way students are placed, and that the colleges should be finding more efficient ways to bring students up to college level. The intent is to significantly increase the graduation rates.

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Carlos Santiago, Senior Deputy Commissioner of Higher Education met with the MCCC Board of Directors to discuss changes in developmental math courses.

(Photo by Don Williams)

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 Worcester, MA

MCCC Newsletter
 27 Mechanic Street, Suite 104
 Worcester, MA 01608-2402

DIRECTORS' NOTES

The following actions were taken by the MCCC Board of Directors at their January meeting:

1–Auditors' Report

A representative of auditors Alexander, Aronson, Finning & Co., P.C. presented an overview of the audit completed on the budget ending June 30, 2013. The Independent Auditor's Report summation was a clean, unqualified opinion according to current accounting standards. Operating revenue was \$1,185,012. Net assets totaled \$1,282,320 as of June 30, 2013. Cash flow has decreased as a result of the purchase of the condo and paying down a number of receivables. MCCC's investment portfolio has increased.

The formal management letter showed no significant weaknesses or deficiencies. MCCC's debt to income ratio is very good, with 6.25 months of operating assets existing. The general guideline for non-profits is 3-6 months of reserve, so the MCCC has financial health and strong budgeting.

The Board of Directors voted to adopt the Alexander, Aronson, Finning & Co., P.C. Audit Report for 2012-2013. The Board also thanked the Treasurer and office staff for their excellent work leading to the execution of the audit.

2–DCE Tentative Agreement

MTA Consultant Bob Whalen pre-

sented highlights of the Tentative Agreement between the DCE unit and the BHE.

The Board of Directors approved and recommended the ratification of the DCE Tentative Agreement. The Board sincerely thanked the DCE Bargaining team for all of their hard work in successfully negotiating a new DCE Tentative Agreement

3–Salary Structure Ad Hoc Committee

The Board discussed appointments to the committee that will look into possible structures of salary schedules for the next Day contract. It voted to appoint Joseph Nardoni (MiCC) to the Salary Structure Ad Hoc Committee as recommended by the Executive Committee.

4–ACA Employer Mandate

Implementation for Adjuncts

Director Panse brought a motion to the Board regarding the date of implementation of the Affordable Care Act. The motion will be forwarded by President LeBlanc to Governor Patrick and Commissioner Freeland.

The motion passed with the following wording: "Basic healthcare being an essential human right, and providing that healthcare being a morality issue, MCCC strongly urges the Commonwealth to implement the employer mandate of the Affordable Care Act for our part-time employees and for all of the Commonwealth's eligible employees effective 01/01/2014 as promised in ACA." ■

Higher Ed Advocacy Day . . .

Continued from front page

staff and faculty for their patience, care, and professionalism. He asked all the educators in the room to stand and told the assembly that they were "miracle workers." He said, "I was the walking dead until I met these people."

Heather Hilton, a student from Massasoit Community College, told her story of growing up in an underprivileged and abusive household. She escaped by getting married at an early age and having three children with a man who also became abusive and threatened her life before she left him. Realizing that she and her children had a bleak future without an education, she enrolled at Massasoit where she thrived. She is now planning to transfer to a four-year college and has her sights on some exclusive schools.

She pointed out that education is the greatest avenue to end poverty, and finished her presentation by urging students to tell their own stories to legislators with the mantra that "education is a right, not a privilege."

Edwyn Shoemaker was the last presenter. As a former foster child, he was raised in 10 foster households and attended more than 5 high schools before graduating from Lowell. At 18 he aged out of foster care and was "scared, alone, and homeless." He didn't know what to

do, but he found his way to the TRIO Program at Middlesex Community College in Lowell, which he called his "education incubator."

Given all the obstacles they face, he noted that only 3 percent of foster children graduate from college. But Shoemaker found success at Middlesex where he graduated with a degree in Liberal Arts in 2011. He transferred to UMass Lowell where he felt very well prepared for higher studies. And he has become a leader, joining the Model UN Team, founding a club to support foster children who need support. He was a student summit intern for Rep. Sean Garbally, who is also a UMass graduate, and he is now an intern at the U.S. Senate helping with legislation related to foster care issues.

Two community college presidents also attended, Robert Pura from Greenfield Community College and Ira Rubenzahl from Springfield Community College, demonstrating that the Advocacy Day had broad support within the higher ed. community.

After the presentations, attendees split up into groups of constituents designated by State Senate districts, and they left to visit their various senators. After a bag lunch provided by the organizers, attendees broke up into groups to visit their

MCCC Delegate Assembly

April 26, 2014 9:00 A.M.

Courtyard by Marriot Hotel • Marlborough, MA

The annual MCCC Delegate Assembly is the highest governance component of the union. It has the specific responsibility of approving the annual budget that includes dues levels for the upcoming year. It also approves bylaws changes that affect the entire operation of the union. This year there area number of proposed changes.

Chapters are allotted delegates based on the numbers of union members, and they are supposed to elect their delegates. Agency fee payers are not entitled to be delegates. It is imperative that chapters send at least their target numbers to ensure that the meeting quorum is met. If there is no quorum, the meeting would have to be convened again, adding to the expense.

Besides the official business of the meeting, it is a great opportunity to meet and socialize with colleagues from across the state. A continental breakfast and buffet lunch are provided.

Chapter	Target	Allotment	Total Union Membership*
Berkshire	8	3	154
Bristol	26	9	521
Bunker Hill	27	10	542
Cape Cod	11	4	222
Greenfield	9	4	169
Holyoke	18	8	372
Massasoit	20	8	405
Mass Bay	12	5	230
Middlesex	23	9	476
Mt Wachusett	15	6	300
North Shore	22	9	448
Northern Essex	18	7	363
Quinsigamond	25	9	517
Roxbury	7	3	145
Springfield Tech	16	7	324
TOTAL	101	257	5188

* an additional 2406 people are agency fee payers, predominantly part-time faculty and staff, making the combined MCCC Unit membership 7594. ■



Bristol Community College was well represented at the Higher Ed. Advocacy day. With the State House Hall of Flags behind them, from left, are MCCC member Ron Weisberger, student Steve Fanus, Chapter President Diana Yohe and MCCC Vice President Donnie McGee.

(Photo by Don Williams)

representatives in the House. While some of the senators and representatives were not available due to hearings and other commitments, participants were at least able to meet with legislative aides to present their stories and show support for funding increases.

Members who were unable to attend can still be effective advocates, by con-

tacting their state senators and representatives and saying that they support more funding for public higher education. Numbers count when legislators have to balance the needs of various constituencies within a limited budget. Tell them that the greatest way to build the state's economy is to provide an affordable, accessible public higher education system. ■

Real Change Begins with A Broad Coalition, Powerful Stories, Unified Action



Joe LeBlanc,
MCCC President

I gave the opening remarks at Higher Education Advocacy Day in Boston. Thanks to Scot McLennan at MTA Communications for providing me with ideas and some of the language that follows. Note: I'm a notorious adlibber

and edit right up to deadline.

It was an honor to share the stage with students Cameron, Heather, Edwyn and Steve. Their stories inspired and their lives have been transformed utterly by Bristol, Massasoit and Middlesex Community colleges, Worcester State University and UMass-Lowell.

One formerly illiterate student spoke eloquently about the difference Ron Weisberger, Bristol CC professor, has made in his life. Another connected Massasoit Community College's support

to her 3.94 GPA and upcoming transfer to Wellesley College. My remarks follow.

I am Joe LeBlanc, chair of the Massachusetts Teachers Association's Higher Education Leadership Council, president of the Massachusetts Community College Council and a professor of English at Northern Essex Community College.

Students who work hard and thrive in K-12 deserve world class public colleges and universities as they seek to continue their education. The same goes for working adults and other non-traditional students.

I want to thank our allies in our State House for increasing state support for public higher education last year. But I need to remind everyone that funding for public higher education, when adjusted for inflation, has declined by \$527 million between FY 2001 and FY 2014. That is nearly a 33 percent drop in funding.

I'm here – we're here to urge our allies in the State House to recommit to investing in our public higher education campuses – now – and in the future.

The MTA envisions colleges and uni-

versities where affordability and quality are not competing interests. So holding down costs cannot come at the expense of the quality of the experience that our students receive.

In a report released last year, titled Reverse the Course, the MTA identified one of the key stresses faced by public higher education. The analysis pointed out how reliant community colleges have become on adjunct faculty, yet how poorly these members of our higher education community are treated.

Nearly two-thirds of community college courses are taught by adjunct faculty – *two-thirds*. They receive low pay and no benefits.

This problem, like others we face, can only be solved by meaningful long-term investment in our higher education campuses.

Before I close, I want to add this about today. It's just one event. It's a great event, but it's not enough to bring about the change we all want. To do this, we must create a broader coalition determined to work for real change.

This broad coalition will empower our

colleges to hold the line and even reduce tuition and fees. This would be real change.

This broad coalition will increase numbers of full-time faculty and staff. This would be real change.

This broad coalition will end the exploitation of adjuncts. This, too, would be real change.

This broad coalition will invest in public higher education to empower you to achieve your dreams whether those dreams in STEM or English, history, foreign languages and the arts.

It has taken a generation to undo progress in public higher education made after WWII. Real change will come slowly, but it must continue every year without interruption.

So, let's begin and continue this journey. Please join my 14,000 colleagues from unions across our Commonwealth. We are proud to stand with all of you to speak out for UMass, our state universities and our community colleges.

I sincerely hope that our allies in the State House will grow in number and act to spur the kind of real change necessary to produce world class public colleges and universities. Thank you. ■

DCE Contract Update . . .

Continued from front page

MCCC President Joe LeBlanc to claim a calculation error had been made. Brown said the lab ratio salary should be calculated at .71 and not at .74. The difference would cost management \$3.86 a week at step 1, \$4.53 at step 2, \$4.40 at step 3 and \$4.60 at step 4.

In our view, the issue is critical to healthy labor relations. The matter is fundamental on how the members see their employer's credibility.

The MCCC has indisputable evidence that a clear and explicit agreement was reached over the calculation of lab component salaries.

The actual cost of implementing the .74 ratio is nominal, but the principles of collective bargaining are too important to overlook. The MCCC has filed a bad faith bargaining charge and will pursue this matter with an in-person investigation at the Division of Labor Relations on April 15.

This action can be avoided by moving forward with agreement as formally negotiated. It's not in the best interest of the BHE, the colleges or DCE faculty to continue in a state marred in acrimony.

What is at stake is a few dollars that would mostly benefit science faculty. In a larger context, the members' trust in the integrity of the collective bargaining process and the colleges' com-

mitment to its instructors would be seriously eroded.

With due respect to management, thousands of DCE/adjunct faculty serve our students with dedication. They should not be subject to a denial and/or delay of their salary increases and negotiated benefits.

Our community college presidents have the power to move us forward without loss of principle or significant resources. We urge them to settle this issue NOW. ■

Deputy Commissioner . . .

Continued from front page

Santiago discussed some of the methods currently being tried by the colleges. Approximately one-third of the campuses are using a Pearson Publishing self paced, computer-based remedial math program. There is a mix of different approaches being tried at other colleges. With the implementation of PARCC K-12 common core, colleges are expected to recognize high school creden-

tials as representing preparedness for college-level work.

One idea that is being discussed is to use a student's a high school grade point average as the determinant for placement. This raised many questions from the Board members. They pointed out the inconsistencies in grading systems from one high school to another. Math members wondered if a student has a 2.7 GPA, but achieved it by getting A's in English art classes and D's in math, would that qualify the student to mainstream into college-level math.

There was a very animated, but pleasant discussion about the concerns that faculty and staff have about the lack of academic preparation they see in students and their frustration in being between these students and the DHE initiatives to address the graduation rates. Santiago said he understood the perspective, but that something needs to be done about the situation.

The DHE's agenda is to collect data from the various approaches colleges are taking on remedial math and produce a report in the spring of 2015. Santiago said that realistically, there won't be enough data gathered by then. He encouraged math departments to experiment with a variety of approaches and that next year the data may reveal the best way to proceed.

Santiago plans to meet again with the Board to discuss further issues related to the Vision Plan. ■



Greenfield chapter director, Rosemarie Freeland, back row, left, brought a group of students from the college to advocacy day where they could learn how government works. (Photo by Don Williams)



Greenfield Chapter Director Rosemarie Freeland joined Greenfield Community College President Robert Pura at the Higher Ed. Advocacy Day.

(Photo by Don Williams)

Know Your Day Contract

March 2014

- March 30** Department Chair evaluations (p. 68)
- March 30** Preferred schedules and course submitted (p. 40)
- March 31** Department chair vacancies announced (p. 67)
- March 31** Fall assignments to faculty, fulltime schedules to chapter (p. 41)

April 2014

- April 6** Dean's leave of absence recommendations due (p. 26)
- April 15** Dean's tenure recommendations due (p. 38)
- April 15** Title changes announced (p. 59)
- April 16** Patriots Day holiday (p. 21)
- April 25** Professional Staff unused vacation days in excess of 480 hours (64 days) converted to sick leave at end of last pay period in April. (p. 21)

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 printed 2012-2015 contract.



MCCC News

<http://mccc-union.org>

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The MCCC News is a publication of the Massachusetts Community College Council. The Newsletter is intended to be an information source for the members of the MCCC and for other interested parties. Members' letters up to 200 words and guest columns up to 400 words will be accepted and published on a space-available basis. The material in this publication may be reprinted with the acknowledgment of its source. For further information on issues discussed in this publication, contact Donald Williams, North Shore Community College, One Ferncroft Road, Danvers, MA 01923. e-mail: Communications@mccc-union.org

Write Us

Letters to the Editor

Only submissions by MCCC unit members will be accepted. Letters should be no more than 200 words in length. The author must include name and chapter affiliation, which will be published with the letter. Authors must provide the editor with contact information in the form of either email address, mailing address or telephone number. Letters will be published on a space available basis and may be edited for length and appropriateness. Not all submissions can be published.

Guest Columns

Guest Columns should be no more than 400 words in length. Columns by authors who are not MCCC members may be accepted. The author's name and affiliation will be published with the column.

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Visit The MCCC Online!

<http://mccc-union.org>
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877-442-MCCC

The MCCC website is the best and most up-to-date source for late breaking developments. Additional documents of interest and import to Day and DCE unit members have been added.

The MCCC Webpage is a valuable resource for MCCC updates, job opportunities and linkage to the NEA and MTA resources available to MCCC unit members.

Calendars of MCCC meetings, and committee assignments may be found there.

Additionally, MCCC events and news are available, as well as "old news" in the form of archived newsletters. Bookmark the site for frequent referral.



HIGHER EDUCATION CONFERENCE

APRIL 11-12

MTA Higher Ed Conference

Westin Waltham–Boston

70 Third Avenue / Waltham MA 02451

Register Online at www.cvent/d/n4qq1r

Conference Fee \$35

Agenda

Friday, April 11

- 3:30 – 9:00 PM Registration & Check-in
- 5:30 – 6:30 Reception & Cash Bar
- 6:30 – 9:30 Dinner & Plenary Session – A Conversation with MTA Officers

Saturday, April 12

- 7:30 – 8:45 AM Registration, Check-in & Breakfast
- 9:00 – 10:15 AM First Sessions
 - 1 – ORP–OPTING OUT OF THE ORP: The Least You Should Know!
Presenters: Joey Hansen, Richard Nunes, Donnie McGee
 - 2 – LEAP: Assessments and Student Learning
Presenters: Bonnie Orcutt, James Gibbons
 - 3 – What's Ahead for Higher Ed? Trends Across the Country
Presenter: Sue Clery
- 10:15 – 10:30 Break
- 10:30 – 11:45 AM Second Sessions
 - 4 – The Affordable Care Act: Implementation Update
Presenter: Catherine Hornby
 - 5 – Rally 'Round the Ballot Box and Legislative Bills
Presenters: Julie Johnson, Sean King
 - 6 – What Not to Wear, Do, Email, Tweet or Blog:–"Netiquette" and the Law for Professional Employees
Presenter: Ira Fader
 - 7 – Collaborative Bargaining: Can We Do It?
Presenter: Michelle Gallagher
- 12:00 – 2:30 PM Lunch and Plenary – Catching Up with the Commissioner
Speaker: Commissioner Richard Freeland

The MCCC will pay a **\$50 stipend** to any MCCC member who attends. This is a stipend and not reimbursement, so no receipts are required. MTA will certify attendees. ■

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Call the office at **1-877-442-MCCC** toll free or go online at <http://mccc-union.org/ChangeMyAddress/>