

# MCCC News



The Official Publication of the *Massachusetts Community College Council* / Volume 16, Issue 2 / October 2014

## Enrollments Drop As Demographics Change

Almost all 15 of the community colleges have seen decline in enrollments of between 2 and 6.5 percent this fall. These have been predicted because of population and economic changes, and they have affected the colleges differently.

Fewer people under 19 years old in the commonwealth is the principle reason for the change. While the state is seeing modest population growth, according to the Donahue Institute at UMass, college aged people are declining from 25 to 22 percent of the population over this decade. Nationally the cohort of 19 year olds peaked in 2010. In Massachusetts the number of high school graduates peaked at 63,990 in 2008. By 2011 the number was 60,450. The trend will continue for a few more years.

The decline is less in urban parts of the state. And this is coupled with the

trend of minority students becoming an increasing percentage of this traditional college-aged cohort.

The improving economy is another factor in the enrollment change. When the economy is bad and unemployment is high, community college enrollment increases. Unemployed and underemployed people turn to retrain and develop more employable skills. But as the economy improves, this cohort also declines in community colleges.

While community college funding from the state is not solely determined by enrollment numbers, that is still a factor in the Department of Higher Education's funding formula. Plus the colleges are still dependent on the portion of tuition and fees that they are able to retain.

Currently the colleges retain all of the tuition and fees paid by students in courses taught by faculty under the DCE contract, but the tuition portion paid for courses taught under the day contract revert to the

state. Fees are now at least equal to tuition. The legislature is considering allowing full tuition retention. This would make college funding more affected by enrollments.

The colleges have a number of alternatives for coping with the declining student population and the resultant loss of revenue. Offering fewer sections of courses in order to maximize enrollments in the remaining sections and cancelling sections with low enrollments are two key actions the colleges can take.

Adjunct faculty will feel the effects of these actions first because the colleges assign full-time faculty their courses before assigning adjunct courses. With enrollment levels varying from college to college, the effects on faculty assignments will similarly vary. If an adjunct faculty member has their course cancelled within one week of the start of classes, the new contract provides for them to receive a \$225 fee to compensate for the preparation of materials. ■

## NSCC Turns 50 with a New President

The inauguration of a new president is always an opportunity for a community college to promote itself to its community. North Shore Community College had the unique opportunity to couple

the inauguration of its new president, Dr. Patricia Gentile, on Sept. 19, with the kick off of the college's 50<sup>th</sup> anniversary celebration.

North Shore was the ninth community college established under the 1958 enabling legislation, having been founded in 1965. Berkshire Community College was the first under that legislation having been founded in 1960. But Holyoke has

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### ORP Participants: Last Chance to Transfer To the MSERS

by Donnie McGee

ORP participants must return their Section 60 Notice of Interest (NOI) forms by October 27, 2014, to ensure they have the opportunity to switch retirement coverage to the MSERS. Some have referred to this as a "once in a lifetime" chance to transfer these assets to the state pension system. Sending in this form is not a commitment to transfer, only a statement of interest in knowing the cost to do so.

Note: No future opportunity to switch retirement plans will be offered to ORP participants. The ORP Office has recommended scanning the NOI form and emailing it directly to Lynne Goldberg who will then acknowledge its receipt: [lgoldberg@bhe.mass.edu](mailto:lgoldberg@bhe.mass.edu)

For more ORP News, visit the MCCC website: <http://mccc-union.org/> ■

## MCCC Fall Conference

Thurs. Oct. 23

Courtyard by Marriott  
Marlborough, MA

Registration opens  
at 4:00PM

Buffet Dinner at 7:00PM

Session topics will include:

- The Sticky Wicket of Social Media in Higher Ed
- *Union Representation 101: What Works When Representing Your Members*
- From Classification to Tenure
- Confronting the Issues: Members of the Unit Professional Committee Answer Your Questions
- The New MCCC/BHE DCE Collective Bargaining Agreement
- Opting out of the ORP: What's New? What's Next?
- Retirement Planning
- MTA Benefits Table

MCCC Legislative Awards honoring

Sen. Eileen Donoghue (D-Lowell)  
Sen. Dan Wolf (D-Harwich)  
Rep. Paul Mark (D-Hancock)  
Rep. Denise Provost (D-Somerville)

Attendees should register online at  
[mccc-union.org/fallconference](http://mccc-union.org/fallconference)

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State Sen. Thomas McGee (Lynn) presented North Shore Community College's new president Dr. Patricia Gentile greetings from Sen. Elizabeth Warren as Speaker of the State House of Representatives Robert DeLeo (Winthrop) looked on. (Photo by Don Williams)

## NSCC Turns 50 with a New President. . .



Faculty and staff at North Shore Community college form a giant 50 to celebrate the college's 50th anniversary celebration. Newly installed president Dr. Patricia Gentile stands in front. (NSCC Photo)

## NEA Offers Free Life Insurance For MCCC Union Members

Members of the MCCC are also members of the National Education Association, and as an NEA member you are automatically covered by the NEA Complimentary Life Insurance (formerly known as NEA DUES-TAB) term life insurance. It is a guaranteed benefit for Active and Life members. All you need to do is register your beneficiary.

The free program offers \$1,000 of term life insurance, up to \$5,000 (de-

pending on years of membership) of accidental death and dismemberment coverage, and up to \$50,000 of AD&D insurance for any covered accident that occurs while on the job or serving as an association leader.

To register your beneficiary or to obtain more information call 1-800-637-4636, or go to [www.neamb.com/xchg/neamb/xsl/hs.xsl/-/home/1199\\_881.htm](http://www.neamb.com/xchg/neamb/xsl/hs.xsl/-/home/1199_881.htm) ■

*Continued from front page*

the honor of predating all of the other 14 colleges, having been started by the city in 1946. President Gentile is NSCC's fourth president.

The celebration was held at the college's Lynn satellite campus and, besides the faculty and staff, was attended by the 14 other community college presidents as well as many local political and business luminaries. Speaking at the event, Speaker of the House of Representatives Robert DeLeo, who is from nearby Winthrop, said, "My strong support for community colleges predates that of the governor and other officials." He went on to say, "Community colleges are a personal priority and that of the House."

Also speaking was Sen. Thomas McGee of Lynn who brought official greetings from the state House of Representatives and Senate, as well as a presentation from Sen. Elizabeth Warren.

Dr. Gentile, who started her new position on Jan. 1, came from Atlantic Cape Community College in southern New Jersey where she had been since 1999 overseeing enrollment management, noncredit services, and workforce development. She had also been an adjunct faculty member at Atlantic Cape teaching in the Business Department. She holds a Bachelor of Arts degree from the University of Pennsylvania, an MBA from the Wharton School at U. Penn, and an Ed.D from the University of Nebraska.

Prior to her work at Atlantic Cape, Dr. Gentile held positions at a number of non-profit organizations including being Chief Operating Officer of The Children's Defense Fund in Washington D.C. and Chief Executive Officer of two large mid-Atlantic Girl Scout Councils. Fundraising had been a significant activity in these positions.

Dr. Gentile is the third new community college president hired in a year. She joins Dr. Pamela Eddinger at Bunker Hill Community College, who had been president of Moorpark College in California since 2008, and previously a vice president of MassBay Community College in Wellesley Hills. Also Dr. Valerie Roberson became Roxbury Community College's 15th president. She was vice president for academic affairs at Joliet Junior College in Illinois and previously president of Olive-Harvey College in Chicago.

A fundraising event was held by the NSCC Foundation at the Nahant Country Club to support the celebration. Major donations were made by Comcast, Verizon, General Electric, several locally-based banks, as well as a number of generous private donors. At the end of the inauguration ceremony, NSCC Trustees chair Richard Yagjian announced that, "No state funds were used to pay for this event, and an additional \$30,000 was raised for student scholarships." ■

## *The Value of Membership*

Adjunct faculty and part-time staff will be renewing their MCCC memberships as the new academic year begins. You have two membership options: agency fee or Union member. Everyone working in a faculty or professional staff position in a Massachusetts community college is a member of the MCCC Unit. Because the union works to negotiate and maintain the collective bargaining agreements, everyone is required to pay the agency fee. We hope you will choose the option of full MCCC union membership.

### *Belonging has value.*

#### **There are pragmatic values to union membership**

- You get a \$1 million NEA Professional Liability Insurance policy.
- You are eligible for MTA Legal Assistance if needed for employment related incidents.
- You get discounts on insurance, financial services, travel, and wellness through MTA.
- You get discounts on recreational activities like museums, theater, sports, and lodging throughout Massachusetts and New England using your MTA membership card.

#### **But there's a value in just belonging.**

Nearly 100% of the full-time faculty and staff belong to the union. About 3,000 adjunct faculty and part-time staff belong. They've recognized the importance of a unified voice in preserving the rights of community college faculty and staff. They've recognized the vital need for advocacy on a state-wide level.

- If you are currently a union member, we hope you'll continue with us for the next year.
- If you are not currently a union member, we hope you'll join with over 5,000 of us in a vibrant organization that's working hard on your behalf. ■

## Know Your Day Contract

### October 2014

- Oct. 1** Tenure eligibility list distributed (p. 39)
- Oct. 1** Sick leave bank open (p. 19)
- Oct. 2** Furnish employer with dues to be deducted per employee (p. 16)
- Oct. 6** Supervisor shall return Course Materials to faculty members by end of fifth week of semester. Members have 14 calendar days to respond to supervisor's concerns (p. 55)
- Oct. 13** Columbus Day holiday observed.
- Oct. 15** Notice of termination at end of fifth year or later (p. 39)
- Oct. 24** Accrued professional staff vacation time in excess of 64 days (480 hours) converts to sick time. This now occurs twice per year, falling on the end of the last pay period of April and October (p. 22)
- Oct. 30** **Last day to opt out of sick bank (p. 19)**  
*(Note: membership in sick leave bank is automatic upon first October of a member's employment.)*

*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. All cited page numbers are from the 2012-2015 Agreement. ■*

### Election 2014:

# It's Time to Engage, Elect Our Candidates



Joe LeBlanc,  
MCCC President

Gov. Deval Patrick is leaving soon. He hasn't achieved everything we hoped for public higher education, but he has recommended increased funding and has been respectful towards organized labor. We've had a seat

at the table. We've bargained contracts successfully. Our members, our students and the Commonwealth are better for his efforts.

Martha Coakley and Steve Kerrigan have earned our endorsement for Governor and Lt. Governor. That formal recommendation means nothing without your support on the ground and at the polls on Nov. 4. Martha and Steve will respect organized labor. They will work with us to strengthen public higher education.

"We can create an economy on our terms – one that builds a more fair and prosperous Commonwealth for everyone," writes Attorney General Coakley on [marthacoakley.com](http://marthacoakley.com). "The best way to do that, one that we know is proven to create opportunities for all and to level racial, gender and income inequalities is to invest in education (my emphasis). To build upon our strengths in Massachusetts, we must close the achievement gap and ensure that your potential is not limited by your zip code."

Coakley and Kerrigan give voters an adult response to closing the achievement gap. They pledge universal access to early education starting with children in the Gateway Cities that host community colleges. They promise to expand learning time, fund more programs in art and music, boost professional development, increase STEM funding while lessening the burden placed on standardized tests.

To date, Coakley and Kerrigan's public higher education platform is less fully-developed, but Harry Shipps, the candidate's policy director, replied promptly to my questions.

Coakley-Kerrigan will work to better align vocational school and community college curricula with businesses. I asked about protecting our traditional transfer mission. "Martha sees community colleges as gateways that open a number of opportunities for students, including the ability to transfer to and succeed at a four-year college or university," Shipps said. "Our goal should be excellence and adaptability throughout our community college system, so that students are able to earn an associate's degree and successfully enter the workforce, or transfer those credits and that experience to a four-year college."

Our union has not supported a free community college policy for the short term until the state adequately funds the system and reaches a 75/25 full-time/part-time faculty ratio. "...Martha has proposed a system of full-need financial aid at Massachusetts' network of community colleges - so that no young person

is denied a post-secondary education because of cost," Shipley said. "Holding down the cost burden for students attending community college will also help make the expense of a four-year college more viable."

Coakley-Kerrigan will fight to increase funding for community colleges. "Martha has advocated for greater investment across our public education system, including higher education," Shipley said. "It is important to recognize ... that community colleges educate half of the students enrolled in public, post-secondary education in the Commonwealth. If we want our community colleges to serve as gateways to opportunity, we need to give them the resources that enable them to offer the highest level of instruction – both in terms of faculty and facilities."

Coakley-Kerrigan show empathy towards adjunct faculty. "... we need to increase the rights of adjunct faculty," Shipley said. "It is not fair to faculty members or students to ask adjunct faculty to work without a safety net. Martha has advocated for adjuncts to have a greater say in their compensation and working conditions, but understands that this must be accompanied by an increase in resources for schools."

Meanwhile, Charlie Baker and Karen Polito are dishing out charter school rhetoric. They're also pledging to "tackle the cost of higher education." In Baker's world, everything will be done more quickly and efficiently. Students will earn college credits online while in high school. Some students will earn both bachelor's

and master's degrees in four years. Charlie will direct the BHE to offer three-year bachelor's degrees.

"Programs could be implemented at existing public colleges or through the creation of new institutions of higher education, analogous to charter schools in the K-12 system." Source: [CharlieBaker2014.com](http://CharlieBaker2014.com)

And then there's the state employee question. The last eight years have been challenging. It's never easy for state workers to bargain contracts, but Gov. Patrick has been open to negotiating and working with us. Recent Republican governors haven't been so fair. We have had to wait and have suffered too many zero years.

The sleepy primary season is over. It's now up to us to help elect MCCC/MTA-endorsed candidates: Coakley-Kerrigan, Ed Markey, Maura Healy, Deb Goldberg, Suzanne Bump, and state senators and representatives. Together we can make Tuesday, Nov. 4 a grand day for public higher education. ■



## 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.

### Mail to:

Donald Williams  
North Shore Community College  
1 Ferncroft Road  
Danvers, MA 01923

### Or email:

[Communications@mccc-union.org](mailto:Communications@mccc-union.org)



The MCCC Executive Committee held a two-day off-site retreat to work on the union's agenda for the coming year. Clockwise from the bottom are Candace Shivers, MWCC; Hilaire Jean-Gilles, Research Coordinator; Rosemarie Freeland, GCC; Phil Mahler, Treasurer; Liz Recko-Morrison, BkCC; Donnie McGee, Vice President; Joe LeBlanc, President; Claudine Barnes, Secretary; Dennis Fitzgerald, Day Grievance Coordinator; and Joe Rizzo DCE Grievance Coordinator.

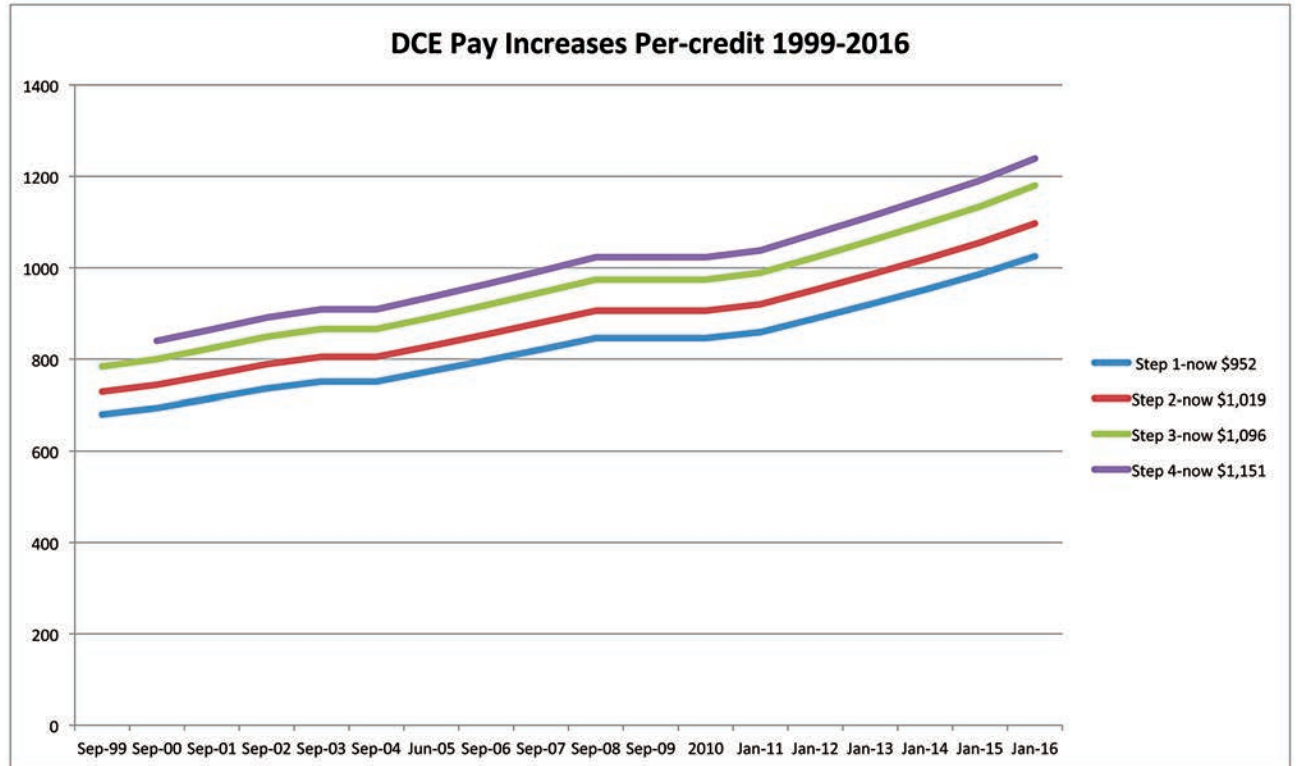
(Photo by Don Williams, Communications Coordinator)

# Dental Insurance Problems?



Full-time faculty and staff should report any problems with the Met Life Dental Plan by contacting Rick Ponticelli, the MCCC representative to the Health and Welfare Trust, at [rpontice@northshore.edu](mailto:rpontice@northshore.edu) ■

# DCE Salaries Trending Up



Salaries for DCE members have steadily improved over the last 15 years. The contract contains raises of 3.5 percent in January of 2015 and 4 percent in January of 2016. The contract expires June 30, 2016. Copies of the contract are available through your chapter president.



## MCCC News

<http://mccc-union.org>

**Editor:**

Donald R. Williams, Jr.

**President:**

Joseph LeBlanc

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Donnie McGee

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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. email: [Communications@mccc-union.org](mailto:Communications@mccc-union.org)

## Visit The MCCC Online!

<http://mccc-union.org>

**Toll Free Phone:  
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.

## MCCC Meetings Calendar 2014-2015

YEAR	MONTH	EXECUTIVE COMMITTEE	OTHER EVENTS	BOARD OF DIRECTORS
2014	AUGUST	12 (Tues)	MTA Summer Conference 3-7	20
2014	SEPTEMBER	5-6		19
2014	OCTOBER	3	MCCC Fall Conference 23 (eve)	17
2014	NOVEMBER	7		21
2014	DECEMBER	5		-
2015	JANUARY	14 (Wed)		23
2015	FEBRUARY	6		20
2015	MARCH	6	NEA Higher Ed Conf. TBA	27
2015	APRIL	3	MCCC Delegate Assembly 25	17
2015	MAY	6 (Wed)	MTA Annual Meeting 8-9	-
2015	JUNE	3 (Wed)		17 (Wed)
2015	JULY	-	NEA-RA 1-6	-



## MOVING?

Please make sure the MCCC has your correct mailing address. This affects receiving the newsletter, elections, important mailings and notices.

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