

# MCCC News



The Official Publication of the Massachusetts Community College Council / Volume 14, Issue 7 / April 2013

## Higher Ed. Advocacy Day-Revenue Reality



Gov. Patrick asked attendees at the Higher Ed. Lobby Day to show support if their senators and representatives vote to raise revenues. (Photo by Don Williams)

In what has become an annual event, hundreds of faculty, administrators and students descended on the State House to urge legislators to increase funding for public colleges and universities.

A primary focus of this year's event was support for the Campaign for our Communities, an agenda to increase state revenues that is backed by MTA and PHENOM (the Public Higher Education Network of Massachusetts) as well as other advocacy groups.

The MCCC was well represented by all the constituency groups. In opening remarks Nicole Ouimette, a student from Holyoke Community College who

is also the President of PHENOM, told her story of having to work from a young age to help support her family. She told of her struggles to afford community college, and her fears of not being able to afford to go on to a four-year institution. She said, "Education is not seen as a human right, but it should be."

Gov. Patrick also spoke to the assembled group in the State House's Gardner Auditorium. His budget proposal for the next fiscal year has called for increases in taxes primarily intended to repair the state's infrastructure and to support education. He asked partici-

### MARK YOUR CALENDAR

**MCCC Delegate Assembly  
Saturday, May 4, 2013**

Courtyard by Marriott  
75 Felton Street  
Marlborough, MA

pants to let their legislators know that they will stand by their representatives if they take the difficult vote to increase revenues.

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## MCCC Delegate Assembly May 4

This year's MCCC Delegate Assembly will be held on Saturday, May 4 at the Courtyard by Marriott Hotel in Marlborough. This annual event is the highest deliberative body of the Union.

The DA must approve the budget for the upcoming fiscal year that yields the member ship dues, and it also votes on the adoption of any proposed bylaw changes.

All union members are eligible to attend, but agency-fee members are not eligible. Delegates are supposed to be elected by their chapters, and chapter presidents should ensure the membership status of their delegates. All members both full- and part-time have equal voting rights in all elections and meetings.

Recognizing the significant contributions of individual union members is another important activity of the Delegate Assembly. This year all four of the MCCC awards will be presented.

The Jonathan Butler Award for out-

standing chapter president will be presented to Chandrakant Pansé, Professor of Microbiology at Massachusetts Bay Community College. This is the oldest of the MCCC awards, and it recognizes the chapter president(s) whose leadership, acts or support have made a significant impact on MCCC unit members. It was created in memory of Jon Butler who was MCCC Research Coordinator and North Shore Community College chapter president.

In nominating Dr. Pansé for the award, Judy Rolph of the Nursing faculty said he exemplified the qualities of union leadership. Since his election to the chapter presidency, she said, "He reached out to non-active members, personally educating them about their rights and about the potential benefits of a unified membership." She continued, "Dr. Pansé has restored the membership's faith in the power of the union to ensure operational effectiveness and the type of fair working

conditions that we know lead to better outcomes for the students we serve."

The Raymond C. Lemieux Memorial Award will go to Anne M. Wiley, Professor of Psychology and Women's Studies at Greenfield Community College. This award named in honor of Ray Lemieux from Springfield Community College who served for many years as MCCC Treasurer. The award recognizes an individual whose service, leadership, and dedication have contributed significantly to the Massachusetts Community College Council.

In nominating Wiley for the award, Chapter Director Rosemarie Freeland pointed out that Wiley had served in every chapter office except Treasurer. Her union activity included challenging gender-based salary inequities that resulted in a statewide equity study and subsequent adjustments for female faculty and staff.

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Dr. Chandrakant Pansé from Mass Bay will receive the Jonathan Butler Award.



Anne Wiley from Greenfield will receive the Raymond Lemieux Award.



Carol Gray from Greenfield will receive the John Palmer III Award.



W. Brooks Smith will receive the Donnie McGee Strategic Action Award.

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# Culturing Assessment in Massachusetts

Suzanne VanWert MCCC Director and Professor of English from Northern Essex Community College gave a presentation to the MCCC Board of Directors at the March meeting on her participation in the Advancing a Massachusetts Culture of Assessment (AMCOA) project.

Assessment of student learning has been a hot topic for college accreditors for many years, and Commissioner Freeland's Vision Project has made it a major focus. Colleges have been struggling to come up with methods of assessment that are understandable and reasonable for a wide variety of subject areas.

The AMCOA project has representatives from all 15 Massachusetts community colleges, with most having faculty members as well as administrators. The project has adopted the assessment methods developed by the American Association of Colleges and Universities (AACU).

The AACU has developed 15 VALUE Rubrics (Valid Assessment of Learning in Undergraduate Education). These cover three general areas: Intellectual and Practical Skills; Personal and Social Responsibility; and Integrative and Applied Learning. The AMCOA project is beginning by piloting the process with three from the Intellectual and Practical Skills area: Quantitative Literacy; Written Communication; and Critical Thinking.

VanWert explained how the process works. First, students who are graduating are selected at random to be assessed. Faculty members who have had these students in class are asked to participate voluntarily. Without being told which students are in the sample, the faculty members are asked to submit an example of an entire class' work ("student products") from which the selected student's "product" is culled out to be evaluated for the specific criterion.

For example, if Written Communication was the area being assessed, then faculty members would be asked to turn in all the papers of a specific essay assignment from an entire class along with the assignment requirements. The students would have to sign release forms, and their names would be removed, with the specific students being assessed having some anonymous identifiers assigned to their papers. The "student products" being assessed would then be sent to UMass where faculty would rate the "student products" against the AACU rubric for Written Communication.

VanWert said that the intent is to determine whether students are in fact learning what we say they are learning. She said that, "This is trying to get us all on the same page." She said that faculty shouldn't feel threatened that their specific courses are to blame for the students not meeting the criteria. The intent is to see if students are developing the desired skills over the course of their educations.

The Board members reacted with a large amount of skepticism. There was some resentment that the process is starting with community colleges. One director wondered about the future use of this information. Another director said, "Ultimately it will come down to focusing on individual colleges who are underperforming. There's no other reason for it."

VanWert advised faculty to watch out and avoid the following:

- 1) Administrators going into classrooms to collect student products or consent forms.
- 2) Administrators pushing pre- and post-testing in classes.
- 3) Administrators encouraging standardization within courses.
- 4) Administrators pushing for uniform assignments.
- 5) Administrators targeting certain courses for assessment products.

For anyone interested in further information, the AACU VALUE Rubrics are available at [www.aacu.org/value/rubrics/index.cfm](http://www.aacu.org/value/rubrics/index.cfm). ■



Ways and Means Committee Chair Rep. Brian Dempsey (Haverhill) met with Northern Essex Community College students and staff. From left, student Nairobi Sanchez, Rep. Mary Keefe (Worcester), Prof. Joe LeBlanc (MCCC President), adjunct faculty Dina Brown, student Zachary Sindoni, and Rep. Dempsey. (Photo by Don Williams)

## MCCC Delegate Assembly . . .

Continued from front page

The John Palmer III Memorial Award will be presented to Carol Gray, Adjunct Faculty member from Greenfield Community College. This award was created in the name of John Palmer who was a full-time Spanish teacher in the Worcester school system and also was an adjunct faculty member at Quinsigamond Community College. Palmer served on two DCE negotiating teams, chairing one. The award recognizes an adjunct MCCC member whose service, leadership, and dedication have contributed significantly to the MCCC adjunct faculty as exemplified by John A. Palmer III.

In nominating Gray, Harry Bowen of North Shore Community College said, "In all my years as a member of this union, I have never known anyone with Carol Gray's capability, energy enthusiasm, idealism, and commitment to advance adjunct interests." He noted that with only three years as an MCCC member, Gray has been a DCE representative at GCC, has created an adjunct information packet that has gone out state wide, and now chairs the DCE Negotiating Team.

The Donnie McGee Strategic Action Award will be presented to W. Brooks Smith, Professor Emeritus in Criminal Justice from Cape Cod Community College. This is the newest MCCC Award. Named for current MCCC Vice President Donnie McGee, this award recognizes a member who has shown exemplary service in the area of political and strategic action that has made significant impact on MCCC unit members.

Smith was nominated by McGee herself who detailed Smith's extensive work with legislators both inside and outside the State House. She pointed out his thorough knowledge of the MCCC's legislative interests and his careful and courteous cultivation of the kinds of personal relationships that can advance the union's issues.

Besides its formal governance responsibilities, the annual Delegate Assembly is a valuable opportunity to bring the statewide membership together to recognize and honor members and to network with members from across the state.

Chapters are urged to bring at least their target delegate goals (See related Table) to ensure that a quorum is reached. Without a quorum the meeting cannot do its vital business and would need to be rescheduled at significant additional expense. ■

## Delegate Assembly Chapter Entitlements and Delegate Goals

Chapter	Total Union Membership	Delegate Entitlement	Delegate Goal
Berkshire	150	8	3
Bunker Hill	549	26	11
Bristol	534	26	11
Cape Cod	250	12	5
Greenfield	179	9	4
Holyoke	410	20	8
Massasoit	413	20	8
Mass Bay	247	11	5
Middlesex	500	24	10
Mt Wachusett	297	14	6
Northern Essex	381	18	8
North Shore	462	22	9
Quinsigamond	521	25	11
Roxbury	160	8	3
Springfield Tech	333	16	7
<b>TOTAL</b>	<b>5386</b>	<b>259</b>	<b>109</b>

NOTE: If targets are not met, a quorum may not be achieved, which would cause the Delegate Assembly to be rescheduled. This would cost \$6,000 and result in a dues increase. Only full union members are eligible to be delegates.

# (Really) Stepping Up for Community Colleges

This column is running late. Sorry about that. Most writers love to procrastinate. Excuses vary. Let me finish my morning mug of coffee and newspapers.



Joe LeBlanc,  
MCCC President

Our dog just tracked in dirt that I must Hoover out of existence before I can sit down to write my lead.

Today, I'll blame my students. I met with a dozen of them—about a half my American Literature class—to review their grades and listen, question, push, prod, encourage and advise. It's that time of year. My students need a boost. They know they should have studied more for the mid-term. Puritan and Enlightenment readings can be challenging, and connecting John Winthrop and Anne Hutchinson to present day America requires deep thinking.

I listen to their regrets. One student admits she should have asked for help in

editing an essay. Another student studied for the exam, but froze when answering questions about 19 early American authors.

I reassure them. Mid-semester grades are averaging about 80 percent. Romantic, Transcendentalist and abolitionist authors—Bryant, Thoreau, Emerson, Hawthorne, Melville, Fuller and Douglass—await. Things will work out. If they persist, my students will succeed in the most challenging of academic environments.

I love mentoring my students. Advising is a big part of a full-time faculty member's workload. Formal office hours give my students an opportunity to visit me before or after class. Questions are answered. Problems are addressed. Connections are made. Transfer plans are discussed.

Full-time faculty taught 5,663 courses at our community colleges in the fall, 2012 semester. We are required by contract to teach five courses and perform non-instructional duties that include office hours, advising and serving on college committees.

Adjunct/contingent faculty taught 11,200 courses, 66.42 percent of the

courses offered in the system, last semester. Adjuncts are not required to hold office hours, advise students or serve on college committees.

Adjunct numbers have exploded over the last 20 years. Here are last semester's rates: Berkshire—65.04 percent; Bristol—76.91 percent; Bunker Hill—65.54 percent; Cape Cod—59.88 percent; Greenfield—55.82 percent; Holyoke—64.31 percent; MassBay—67.99 percent; Massasoit—71.29 percent; Middlesex—67.1 percent; Mount Wachusett—70.02 percent; North Shore—56.94 percent; Northern Essex—64.51 percent; Quinsigamond—74.18 percent; Roxbury—53.14 percent; and Springfield—57.93 percent.

Present staffing levels deny a faculty adviser to thousands of students. One of them is taking my American Literature class. She is now enrolled in General Studies, her third program. She has attended Northern Essex, transferred to Middlesex and is now back at NECC. She is a strong student, but doesn't know her GPA and is unsure about courses to take next semester. She isn't one of my official advisees, but I offer to help her next week.

A soon-to-be released Boston Foundation report *Stepping Up for Community Colleges* pushes to "address the pressing needs of both underprepared students and the state's employers and communities."

To no one's surprise, our colleges are performing unevenly. Mediocre funding is producing middle of the pack results. I'll examine this report in our next issue, but one point is worth highlighting: "The front end of the college experience—assessment and placement, orientation and advising, developmental education initial course selection and success—is a critical area for improved processes, new approaches and innovation."

No kidding. New approaches may be grand. Innovation is encouraged. Any system has inefficiencies. It's hard to argue against re-examining the effectiveness of developmental education. Group purchasing of services and cutting duplicative administrative services are long overdue.

But some truths are timeless. You will never replace the model of a teacher mentoring a student. To paraphrase Yeats, it's the lighting of such a fire that allows education to bloom. ■

## Higher Ed. Lobby Day . . .

*Continued from front page*

MTA is strongly supporting the Campaign for our Communities, which is separate from Gov. Patrick's plan but shares the same objective of raising revenues for a variety of public endeavors. The campaign's coalition includes unions, public health and social service organizations, along with several municipal city councils. To find more information about the campaign go to <http://ourcommunities.org>.

After the initial rally in the Gardner

Auditorium, participants were divided into groups based on the 40 state senate districts. A trained leader was assigned to each group and the groups went on to visit their senators' offices to express their views and to ask the senators to support increased funding for higher education.

After visiting the senate offices, and seeing how to conduct an advocacy session, the groups then broke off to visit the respective state representatives within the specific senate districts. For both educa-

tion employees and students it was a valuable learning experience in citizenship and issue advocacy.

Participants were encouraged to maintain contact with their legislators. Many of the senators and representatives were not available to speak with the groups, but aides were available and they were asked to pass on the group's message. Participants were also encouraged to make a follow-up contact with their legislators and to establish ongoing relationships with them.

The activities ended with a free bag lunch. And many participants returned to their campuses on provided busses. ■



Holyoke Community College student and PHENOM President Nicole Ouimette addressed the assembled participants at the March 5 Higher Education Lobby Day. (Photo by Don Williams)



Bristol Community College faculty members Eric Bourgeois (left) and Ron Weisberger along with students Mariano Gomes and Stephen Fanus attended the Higher Education Advocacy Day at the State House. (Photo by Don Williams)

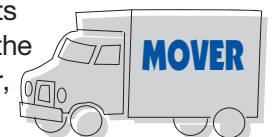


Suzanne VanWert of Northern Essex Community College explained the state wide assessment project she is participating in at the March Board of Directors meeting. (Photo by Don Williams)

## MOVING?

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This affects receiving the newsletter, elections, important mailings and notices.



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

# NEA Offers Free Life Insurance for MCCC Union Members

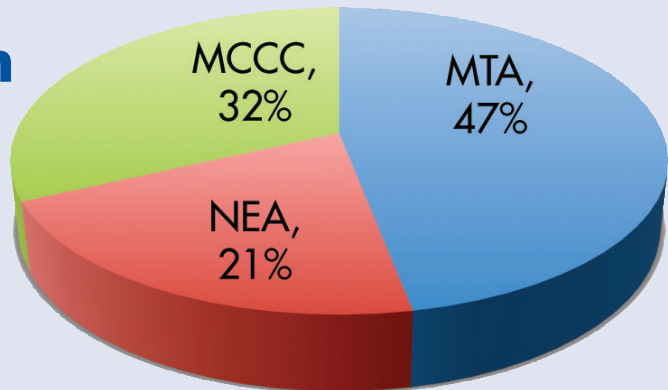
Members of the MCCC are also members of the National Education Association, and as an NEA member you are automatically covered by the NEA Complimentary Life Insurance (formerly known as NEA DUES-TAB) term life insurance. It is a guaranteed benefit for Active and Life members. All you need to do is register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

## Division of Your Dues



Of the dues the MCCC collects from members, only one third stays with the MCCC. The rest goes to the National Education Association and the Massachusetts Teachers Association, the national and state affiliates. These Associations determine their own dues structures with which the MCCC must comply. ■

## Know Your Day Contract

### April 2013

- April 15* Dean's tenure recommendations due (p.38)
- April 15* Title changes announced (p.59)
- April 15* Patriots Day holiday (p.21)
- April 30* Fall assignments to faculty, full-time schedules to chapter (p.41)

### May 2013

- May 1* President's tenure recommendations and sabbatical notification due (pp.38 & 25)
- May 4* MCCC Delegate Assembly
- May Last Day of Classes* Faculty submit college service and student advisement form (p.49)
- May 21* Tenure decisions due (p.38)
- May 27* Memorial Day observed
- May 30* Professional staff College service and student advisement forms (p.51)

*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. ■*



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



Professor Chris Rowse (left) and Chapter President Steve Russell from Northern Essex Community College were joined at the Higher Ed. Lobby Day by first-year faculty member Jeremy Branstad from North Shore Community College.

(Photo by Don Williams)

## 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.



Along with an on line survey, the DCE Negotiating Team has been holding regional listening sessions to hear from adjunct faculty in person about their contract concerns. This session was held at Mass Bay Community College.

(Photo by Carol Gray)