

MCCC News

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Commissioner Freeland Reaches Out to MCCC



Commissioner of Higher Education Richard Freeland spoke with the MCCC Board of Directors at their June meeting. Pictured (from left) Betsy Smith, Part-time/ Adjunct At-large Director; Rosemarie Freeland, Greenfield; Vice President Donnie McGee, Bristol; Commissioner Freeland; President Joe LeBlanc, Northern Essex; Secretary Claudine Barnes, Cape Cod.
(Photo by Don Williams)

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In what is becoming an annual event, Commissioner of Higher Education Richard Freeland came to the MCCC Board of Directors to give his perspective on the status of higher ed. and to engage in a dialogue with the union over the future direction of community colleges.

Admitting that this has been a “tough year,” he began his presentation by discussing the recent legislative proposals to “reform” community colleges. He said that the movement nationally towards performance funding has come to Massachusetts and it’s only a matter of which aspects of the House and Senate proposals are adopted in the final bill as to how the funding formulas will operate.

Fair funding has long been a problem for community colleges. Budgets have been cut for all of higher ed., but community colleges have been affected more than the other segments. Freeland pointed out that inequities exist between the individual community colleges with the largest colleges having about \$5,500 per student and the smallest only about \$2,500.

He pointed out that the Massachusetts community colleges were established to increase capacity and access to higher education. That goal has essentially been met. But now the focus is turning toward quality and effectiveness. Tennessee has had performance funding since the 1970s, and Ohio has had a system in place for a while. Many other states are currently moving to performance funding as well.

At the time of his presentation the legislation had not been finalized, but

Freeland said that the bills contain a “laundry list” of performance standards. He hoped that they would allow the Commissioner of Higher Education to determine the metrics for evaluating performance rather than by legislation. The Vision Project that he has been working on for two years ought to be the basis for these standards.

Certainly graduation rates will be one criterion. Freeland said that elevating the levels of learning will also be a factor, which could in part be determined by licensure exams in career programs. Preparing students for in-demand careers has been a major point of discussion spurred by The Boston Foundation study this past year. But in the end, a commission will determine the funding formula. The state has engaged Dennis Jones of the National Center for Higher Education Management Systems (NCHEMS) of Boulder Colorado as a consultant.

“What has to be determined is how to turn performance into dollars,” Freeland said. Between 25 and 40 percent of overall community college funding will be determined and allocated on individual campus performance, based on some kind of points per criterion system. Nationally there has been some dispute about the effectiveness of these programs. But Freeland pointed out that behavior does tend to follow incentives.

A lively discussion ensued when the Commissioner finished on this topic. Gail Guarino of Cape Cod doubted that the program won’t work when the colleges are already so severely underfunded.

Diana Yohe from Bristol asked if we are going away from our open enrollment mission. Freeland responded that there is no movement to do this. The college presidents don’t support the idea. He pointed out that in Connecticut, where his wife is a college president, the legislature passed a bill to limit remediation. He added that we are admitting students and trying to serve people who have no change of succeeding at college. “We are almost picking their pockets, and in my mind there is a reason to support this.”

“Red tape, red tape, red tape,” Candace Shivers of Mt. Wachusett pointed out. “Who is going to make these decisions and when will the funds be allocated? Forty percent is a significant amount.”

Freeland said that there can’t be big delays, but the metrics for funding would probably be a year old given the amounts of data to be collected. Because all the numbers would be entered into computer systems, the overall calculations could be done relatively quickly. The transition will have some uncertainties, especially the first time it is done. It turns out that, according to Dennis Jones of the NCHEMS, these performance-funding systems provide more stable budgets than the current, enrollment driven one.

Joe Nardoni from Middlesex said the state should just restore the 40 percent of funding that has been cut in the last 10 years. Freeland said he would like to see that, but he also admonished that the legislature is not going to do it. He added that even if the variations between cam-

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NEW MCCC WEBMASTER POSITION OPEN

The webmaster maintains the MCCC's web site. The webmaster also works with the office to support the content and forms needed by that operation, and to a limited extent, chapter webmasters.

The web site must be maintained with a consistent, professional, attractive design scheme and up-to-date content which supports the MCCC's mission.

The webmaster maintains much of the site without specific direction, as needs arise. This individual also supports requests from the President in addition to specified duties. This individual is generally not responsible, for creating website content, but for posting and maintaining it.

Web Site Duties

1. Write limited content as appropriate to keep the site up-to-date, and to enhance its usefulness.
2. Accept content from other sources as appropriate.
3. Ensure that all content of the MCCC web site has the prior approval of the President or President's designee, and that the content conforms to web site content policy, if any.
4. Maintain contact information on the web site for board members, the office, and chapters.
5. Maintain links to chapter web sites.
6. Maintain a web page of links to other organizations which might be of interest to MCCC members.
7. Maintain a web page of position announcements.
8. Publish on the web site news about the MCCC, MTA and NEA delegate assemblies.
9. Publish on the web site MCCC documents as approved by the President.
10. Publicize the MCCC workshops and the MCCC-endorsed workshops.
11. Publish MCCC public relations material on the web site.
12. Publish election results and other items as needed.
13. Include on the web site announcements or other information that facilitates the mission of the MCCC.
14. Maintain and publish a calendar of professional meetings, conferences, and workshops.
15. All other duties appropriate to maintaining the site per past practice and mission requirements.

Support Duties

1. Maintain MCCC E-mail accounts,
2. Create and maintain forms for various purposes.
3. Work with office staff/treasurer to support forms used by the office.
4. Develop/maintain on-line forms to support election nominations, MTA delegate status, NEA delegate status and similar, needed by the office and the office manager (treasurer).

5. Maintain the capability for on-line membership registration and dues payments.
6. Generate semi-annual reports to the Board of Directors and others as needed.
7. Confer with chapter webmasters upon their request.

QUALIFICATIONS

Required Skills

- A good knowledge of web site publishing including page creation and editing, linking, basic graphics, html, forms, styles
- An ability and willingness to learn more about website publishing as new site requirements and technologies emerge.
- Some knowledge about the following, or demonstrated ability to learn how to use:
 - JavaScript.
 - CGI interface including acquaintance with PERL CGI scripts.

Highly Desirable Qualifications

- Knowledge of the MCCC through previous chapter and/or board and or committee leadership positions.
- Evidence of long-term commitment to the MCCC and its mission.
- Well organized and can work on a regular schedule.

Personal Qualities

- Can meet occasional requests for quick web site updating.
- Ability to take direction from and work with others cooperatively.
- Work with individuals who provide content for pages for the web site.

Term

One year – Sept. 1 to August 31; may be removed at the discretion of the MCCC Board.

Duties will begin September 21, 2012.

Compensation

One section of reassigned time per semester or stipend equivalent, and a stipend equal to one semester of reassigned time.

Evaluation

Reports to the MCCC President.

Ongoing informal evaluation will be conducted by the Executive Committee.

Interested candidates should apply to the Executive Committee by sending a cover letter and resume to President Joe LeBlanc (president@mccc-union.org) before August 31, 2012.

Commissioner Freeland Visits MCCC . . . *Continued from front page*

puses are not significant, the metrics will have a very positive political result by showing that the system tilts towards the values we believe in.

A number of people asked about the current funding system where colleges keep all tuition and fees paid by students in sections taught by faculty on part-time contracts. As college budgets decline there is an incentive to increase enrollments and the use of part-time faculty to counterbalance legislative cuts. Freeland said he would like to change to eliminate this dual funding system, and he said it's an example of incentives altering behavior.

Rosemarie Freeland from Greenfield (no relation to the Commissioner) asked, "If we prepare a student in math, for example, shouldn't we get credit for their later engineering degree at UMass?" The Commissioner agreed, and said it's a very good point to consider in the metrics.

PARCC

Commissioner Freeland also addressed the Partnership for the Assessment of Readiness for College and Career

(PARCC), a program funded under a Race to the Top federal education grant that 28 states, including Massachusetts, have joined. It is intended to develop new assessments for K-12 to evaluate higher-level skills that should lead to greater success post graduation.

Massachusetts is developing its own PARCC tools, and the college presidents have been asked to create a local PARCC discussion group to come up with recommendations. A statewide council will receive these and put forward a unified response. This fall a second round of meetings will be held and a final position will be drafted by the statewide council.

It is expected that when the standards are implemented, high school graduates who meet the standard in a specific area will automatically be admitted to college courses without needing to take a college placement test or remediation to enroll. If, after a 3-4 year testing period, the state finds that the system is effective, then tests like MCAS and AccuPlacer would go away.

In discussion, Freeland noted that one-third of Massachusetts high school stu-

dents are determined by the National Assessment of Educational Progress (NAEP) as college ready. And one-third of our incoming college freshmen need remediation.

The MCCC Directors had several questions about implementation. Will campuses be able to exceed statewide standards? He said there will be leeway and that PARCC would be a minimum standard. What about students who don't come directly from high school? He agreed that a dual system could be used. Finally, he said, "None of us here will live long enough to see the end of remediation in our colleges."

Overall it was a very cordial and productive appearance. Commissioner Freeland ended by saying, "It's great to be invited and to get to hear different perspectives." Although MCCC Directors appreciated the Commissioner's willingness to discuss the current community college reform and student assessment issues with the Board, members had little faith that the concerns they expressed at this meeting will carry much weight in the related policy decisions made by the BHE. ■

Wanted: DCE Bargaining Team Members

The MCCC is in the process of forming a team to negotiate a successor DCE Collective Bargaining Agreement. The team negotiates with the employer over wages, hours, and conditions of employment.

The team is made up of 5 DCE members plus the MCCC President and Vice President *ex officio*.

Interested members would benefit from participating in the Collective Bargaining training that is conducted at the MTA Summer Conference at Williamstown in August.

Applications will be due September 15, 2012.

For information or to submit a letter of interest contact:

MCCC President Joe LeBlanc
President @mccc-union.org ■

Community Colleges Becoming Separate and Unequal

The FY '13 state budget mostly adopts the House's version of community college reform. It includes many elements of the Governor's



Joe LeBlanc,
MCCC President

brash, election year push for centralization and accountability. The budget places a greater emphasis on community colleges as job training centers. Standardization and control are key

themes in our brave new world where middle skill training is becoming a primary focus. Look for the following changes:

- The Governor will be empowered to appoint all board of trustees chairs.
- The Board of Higher Education's role in hiring and evaluating community college presidents will be strengthened.
- The Commissioner of Higher Education, in consultation with the community college presidents and the MTA, will develop a performance-

based funding formula. The budget also funds a consultant - a \$100,000 line item - who will likely recommend that 25 percent or more of individual college funding be based on how well institutions meet as-yet-to-be-determined performance metrics. Note: the budget ignores our demand that the Commonwealth provide adequate funding - a foundation budget - before instituting performance-based funding.

- The budget will provide community colleges with \$2.3 million in Rapid Response Grants for workforce training programs requested by local businesses.
- The budget creates a new Office of Coordination at the Department of Higher Education - a \$400,000 line item. This office will coordinate all workforce development initiatives in all segments of public higher education.

Policymakers are drinking the Kool Aid of accountability, performance funding, middle skills training and workforce development. In such an environment, even a modest proposal to enshrine our colleges' traditional transfer role in state statute went nowhere in this legislative

session. Rational voices persist in asking questions, however.

Richard Kahlenberg of The Century Foundation is one such voice. In a Chronicle of Higher Education blog, he says it would be a mistake to downgrade community colleges to a single function. He argues for a dual role: skills/certificates and associate's degrees that "will improve employment prospects for students and ... provide a gateway for low income and working-class students who wish to transfer and ultimately receive a bachelor's degree." Kahlenberg adds that 81.4 percent of first generation students aspire to earn a 4-year degree.

The Task Force on Preventing Community Colleges from Becoming Separate and Unequal, created by The Century Foundation and funded in part by the Ford Foundation, is examining the growing racial and socioeconomic divide in the 2- and 4-year higher education segments.

Task force co-chair Eduardo Padron,

President of Miami Dade College, writes, "Community colleges should be open to and attractive to students of all economic, racial and ethnic backgrounds. While 2-year institutions must always provide access to low-income and working-class students, community colleges need to find ways to recruit middle-class students as well, or the political and financial support for the 2-year sector will continue to decline."

His co-chair, Anthony Marx, president of the New York Public Library and former president of Amherst College, connects the challenge to the larger economic divide. "If the better funded 4-year sector caters to wealthier white students while community colleges lose funding to educate low-income and minority students, the 2-year sector will remain separate and unequal."

Note: The Task Force next meets in September, after which it will release a report and recommendations. Check tcf.org for updates. ■

Applicants Wanted for Three Positions: MCCC STRATEGIC ACTION STEERING COMMITTEE

Responsibilities:

- Monthly meetings in Boston and/or Worcester to develop an appropriate SAC agenda and related implementation strategies
- State House and in-district lobbying to support the SAC agenda
- Mentoring and support for SAC Chapter Representatives, chapter leadership, and chapter membership
- Statewide event planning and participation, when appropriate, to support key SAC initiatives
- Attendance at political events, when appropriate
- Commitment to a SAC subcommittee, a current SAC initiative, or an area of particular legislative expertise
- Documentation of your work at the end of each semester in a written report submitted to the SAC Chair

Qualifications:

- Strong interpersonal communication and organizational skills
- Awareness of current legislative and state budget issues that affect the MCCC and its members
- Interest in developing, promoting, and supporting an effective strategic action plan for the MCCC
- Knowledge of the legislative process
- Political campaign and/or grassroots organizing experience
- Time/energy/talent to engage legislators and activate membership
- A year or more of experience as chapter SAC representative or as SAC Steering Committee member

Term: September 1, 2012 through June 30, 2014

Candidates appointed to these positions are eligible for one course section of reassigned time for the academic year and will be reimbursed for SAC travel expenses. Expected time commitment per year is about 150 hours and may include some summer activities. Your letter of application should highlight your related experience and indicate why you are interested in this position.

E-mail your letter of application by Monday, August 20, 2012, to:
Donnie McGee: Vice_President@mccc-union.org

Union Membership Campaign Targets Part-timers

The MCCC has been working on a campaign to recruit more of the part-time faculty and staff to become full MCCC Union members instead of just paying the agency fee. During the summer, faculty and staff who are not full union members will be mailed materials encouraging them to join.

While 98 percent of full-time day faculty and staff are full MCCC Union members, part-time faculty and staff belong at a much lower rate. So the union is reaching out to inform the agency fee members about the differences between agency fee and union membership and about the benefits of belonging.



Carol Gray, a DCE faculty member from Greenfield Community College, gave a presentation at the June Board of Directors meeting on her efforts to recruit more part-timers at her college to become full MCCC Union members.

(Photo by Don Williams)

Carol Gray, an adjunct faculty representative from Greenfield gave a presentation at the June meeting of the MCCC Board of Directors on her recruiting efforts at the GCC campus. She had several recommendations that could be duplicated at other campuses.

One key suggestion is to have regular meetings, at least once a semester, with part-time faculty and staff—both members and agency fee—to listen to their issues and concerns, and to share union information with them. She encouraged careful preparation for the meetings with a clear focus and agenda. Providing food and a friendly, no pressure atmosphere is also important.

Another suggestion is to maintain frequent contact with everyone in the collective bargaining unit regardless of their membership status. This should be done in every available communication medium.

Personal contact is vital to make people feel like they belong, and the chapter level is the ideal place for this activity. ■

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/>

GCCPA Awards Two Scholarships

The Greenfield chapter of the MCCC raises funds and awards scholarships to recognize outstanding students. This year two students were presented with the Greenfield Community College Professional Association scholarships: Mary McCarthy and Martin Sheridan.

Mary McCarthy is dedicated to creating a better world and eliminating injustices. She began as a Human Service major and quickly switched to the Peace, Justice and Environmental Studies option at GCC. She has volunteered with Traprock Center for Peace and Justice, did marketing as a volunteer for the Green Consortium, and is an active member of the Peace, Justice and Environmental Action Alliance at GCC. Recently, she has become invested in Occupy Greenfield and has worked on behalf of the nurses union that is in a contract struggle with Baystate Medical. Finally, she is organizing and marketing the GCC Peace Leadership Academy that will focus on the economy, nonviolent strategies and developing leadership and organizing skills.

Martin [Marty] Sheridan grew up in Greenfield. Similar to many community

college students, Marty did some course work right after high school. He entered and served in the military and still is a member of the National Guard. Marty has pursued learning vigorously and will earn an AA Liberal Arts degree from Greenfield Community College and a BS in Business Administration simultaneously. Over the past year Marty has served as one of the work study students in the social sciences studio, where he has assisted students and the department. He also helped staff the table for the White Ribbon Campaign, an effort to raise men's awareness about violence against women and girls. Finally, and perhaps most importantly, Marty was a student senator for student government, successfully getting elected and representing student body. In that capacity, he attended higher education advocacy day in March 2012 on Beacon Hill. ■



The Greenfield Community College Professional Association provided scholarships to two GCC students. Pictured here is GCCPA member Anne Wiley and her nominee, scholarship recipient Martin Sheridan. Inset, MCCC member Abby Jenks (right) and scholarship recipient Mary McCarthy.

2012 SALARY INCREASES

The most recent Day Unit payroll reflected raises negotiated under the last collective bargaining agreement. Members should be sent an individual pay advice from the employer explaining each individual member's increase. It is essentially 3.5 percent of the total payroll, but most members will realize a slightly different percentage because the increases are in flat dollar amounts as detailed below:

Year of Hire	Prior to 7/1/06	Prior to 6/30/07	Prior to 6/30/08	After 7/1/08
Faculty	\$ 2,250.85	\$ 1,111.85	\$ 922.85	\$ 922.85
PS 7	\$ 2,851.85	\$ 1,198.85	\$ 922.85	\$ 922.85
PS 6	\$ 2,696.85	\$ 1,175.85	\$ 922.85	\$ 922.85
PS 5	\$ 2,549.85	\$ 1,155.85	\$ 922.85	\$ 922.85
PS 4	\$ 2,393.85	\$ 1,132.85	\$ 922.85	\$ 922.85
PS 3	\$ 2,250.85	\$ 1,112.85	\$ 922.85	\$ 922.85
PS 2	\$ 2,093.85	\$ 1,089.85	\$ 922.85	\$ 922.85

Part-time professional staff receive a straight 3.5 percent increase, and no part-time Day member shall be paid less than \$23.79 per hour.

DCE Salary Increases

Faculty on DCE contracts received a 3.5 percent raise for the 2012 Winter/Spring Semester, and another 3.5 percent increase is scheduled for 2013.



Bob Whalen has been assigned the MTA Consultant for the MCCC DCE Unit. He has been with MTA for 19 years, first in the legal department, but for most of his career he has supported higher education locals. Most recently he was assigned to the state university DCE, which is similar to the MCCC DCE. He replaces Miles Stern who will be representing a number of UMass units.

(Photo by Don Williams)

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 consider the option of full MCCC union membership. Belonging has value.


There are pragmatic values to union membership

- A \$1million NEA Professional Liability Insurance policy.
- MTA Legal Assistance, if needed, for employment related incidents.
- Discounts on insurance, financial services, travel, and wellness through MTA.
- Discounts at museums, theater, sports events, and lodging throughout Massachusetts and New England using your MTA membership card.

But there's a value in just belonging

Nearly 100 percent 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're currently a union member, we look forward to continue working with you.
- If you're not currently a union member, we hope you'll join over 5,000 MCCC Union colleagues.



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