

MCCC News



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Higher Ed. Leaders Meet with Deval Patrick

On Dec. 1, at the invitation of a group of higher education leaders, Governor-Elect Patrick attended a special meeting to discuss the future of public higher education in Massachusetts.

The event, organized by Mass Society of Professors (MSP/MTA) chapter leaders Max Page and Dan Clawson, in conjunction with the Public Higher Education Coalition, brought together twenty people representing different constituencies.

Along with MCCC President Joe LeBlanc, attendees included MTA President Anne Wass, MTA Vice President Paul Toner, UMass Trustees Chair Steve Tocco, UMass President Jack Wilson, UMass Chancellor John Lombardi, MSCA President Pat Markunas, UMass Dartmouth union president Dan Georgianna (UFF/AFT), and several UMass graduate and undergraduate students.

Discussion of a white paper titled "Advancing Public Higher Education in Massachusetts: A Roadmap for Governor-Elect Patrick" was the primary agenda item of the meeting. After a brief presentation of the document's five main themes (see HELC pledge, right), Gov.-Elect Patrick stopped the speakers and said, "This isn't necessary. I've read the report and am more interested in discussing your reactions to it."

An hour-long discussion followed, that LeBlanc described as "wonderful," where participants reviewed the present state of the system and how to make it the best in the nation. Patrick said that he understood that there has never been a "champion for public higher education" in Massachusetts, and that he intends to be one.

Patrick "displayed an impressive and deep knowledge of the public higher education system," according to LeBlanc. But he



MCCC President Joe LeBlanc pictured with MTA President Anne Wass and Gov. Elect Patrick at the Dec. 6 higher ed. listening session at UMass, Amherst. (Photo by Sarah Nathan)

was surprised during a discussion on the importance of hiring more full-time faculty when LeBlanc pointed out the statistics on part-time faculty in community colleges.

LeBlanc noted that there are 100 adjunct faculty in the community college system who teach 10 or more courses per year and another 243 that teach almost a full-time load. Clawson and Markunas added that this was a significant problem at the universities and state colleges as well. Chairman Tocco, using community colleges as an example, said that student retention and graduation rates can be best improved by hiring more full-time faculty.

Patrick stressed that changes would not happen overnight and, realistically it would take 8 to 12 years to reach the goals set out. He promised that he would work with all the higher education stakeholders to find lasting solutions. Paraphrasing his campaign slogan, he said that working together "we" can do it.

A number of listening sessions were planned through the month-long transition period, some specifically about higher education and Union members were urged to attend. Gov.-Elect Patrick was not scheduled to personally attend any of these. ■

Proposed HELC Pledge

[The draft statement below is being brought to the Higher Education Coordinating Council (HELC) for discussion and approval on Jan. 12]

Advancing Public Higher Education

We believe that Massachusetts deserves the finest, most affordable, and most accessible public higher education system in the country. We pledge to work to achieve that goal and call on the Commonwealth to:

1. Fund public higher education so it can serve the Commonwealth

Provide a substantial increase in year-to-year operating budgets, funds to address long deferred maintenance of buildings, and find a means to ensure stable state funding for public higher education.

2. Make higher education affordable

Students have been asked to pay dramatically more to make up for the deficiencies in state funding. As a result, the poor, the working class, and increasingly the middle class are being squeezed out of higher education, at exactly the same time that college is becoming increasingly necessary for the well-being of our residents and for the economic future of the state. All residents of the Commonwealth should be able to afford public higher education. In the long run higher education should be free – just as high school is.

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Graduation Rates: Faculty are Key

Articles in the Boston Globe earlier this year criticized our community colleges for graduation rates that were below national averages. And in December Mayor Menino of Boston reiterated similar charges directly against the two community colleges within the city limits: Roxbury and Bunker Hill Community Colleges.

The presidents of those two colleges, Terence Gomes and Mary Fifield respectively, responded effectively, by pointing out the inherent flaws in the way these statistics are calculated.

The National Center for Educational Statistics (NCES) cites a national graduation rate of 22.3 percent in public two-year colleges. Massachusetts community colleges average 16.4 percent, with the two Boston campuses being significantly be-

low that. Berkshire Community College had the highest rate, exceeding 24.7 percent.

The federal government's statistics for graduation rates counts only full-time, first-time college attendees who begin college with the declared intent to get a degree and who complete their degrees within three years. Students who take longer than three years to get their degrees and students who transfer to a four-year school are counted as not graduating.

Graduation rates are a serious concern to all the key components of the Massachusetts Community College System: state government, college administrations and the MCCC. But there are different views on the reasons for Massachusetts' lower numbers and on how to improve the rates. It is

significant that our college with the highest graduation rate is in the Berkshires where the cost of living is lower, where there are fewer 4-year colleges to transfer to, and where there are not the urban demographics of the Boston campuses.

An article by Daniel Jacoby of the University of Washington published in the November/December 2006 issue of the *Journal of Higher Education* points to statistical evidence that increasing the use of part-time faculty has a high correlation with decreasing graduation rates. The study employs careful statistical methods to account for multiple variables.

Jacoby cites studies that tie student persistence to the amount of social and academic integration achieved by a student.

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Winter Solstice: A Time for Reflection, Renewal, and Hope



Donnie McGee,
SAC Chair &
MCCC Vice President

On December 21, 2006, at 7:22 p.m. EST, the winter solstice will be celebrated by people from cultures and countries across the globe. At this time, for those of us residing in the northern hemisphere, the sun will reach its

greatest distance from the earth's equatorial plane to create the longest night and shortest day of the year. The term solstice itself derives from the Latin, combining the words "sol" for "sun" and "sistere" for "stand still." As if in suspended animation, the sun will seemingly stop its flight from our hemisphere and hesitate before slowly returning to sustain us and brighten our days once more.

From this day forward, as the earth's tilt reverses, the sun's distance will decline, and daylight hours will increase. This astronomical turning point has been spiritually important for centuries. Today, many view this solstice as a time for reflection, renewal, and hope. It is an appropriate time for each of us to pause

- to reflect on our union's past and consider its future.

The last decade of union and community college history reflects a complicated journey of negotiated agreements, funding uncertainties, and legislative and political challenges. For good reason, members have mixed reviews on this checkered past.

- In 1999, the MCCC's three year contract implemented a classification study that substantially increased faculty salaries to the 75th percentile range of community college peers from 10 other selected states. This financial increase, however, exacted a heavy cost in terms of workload. Faculty members took on an additional fifth course per semester as part of this settlement.

- Our 2002-2003 negotiated agreement was never funded given the lame duck Governor Swift period and the Romney reign that followed. As a result, MCCC members today deserve much-increased salaries to compensate for increased costs of living and the continued demands to do more with less over the past 5 years. Most salaries are well below the 75th percentile commitment of the 1999 contract.

- In the last 10 years, in spite of greatly increased need, state support for community colleges and public higher education in general was dramatically reduced in this state. Romney's recent 9 C cuts have further eroded the support needed for our Community Colleges to

serve our Commonwealth effectively.

Despite these frustrations and challenges, the year ahead holds promise and possibility for our colleges and our membership. A turning point has arrived. Our darker days will soon be in decline.

- Governor-Elect Deval Patrick has pledged to champion public higher education. His advocacy will be heralded from the state's corner office, a place of power and prominence. Patrick has promised increased funding to our colleges. He will work with us on issues ranging from increased full-time positions and decreased student costs to addressing the contract funding process and supporting benefits for adjuncts.

- The plight of our under-funded educational system has been well-publicized through the 2005 Senate Task Force Report and proposed legislation, recent Work Force Development and Public Higher Education Hearings, the 2006 election campaigns, Op-Ed pieces, and our own communications with legislators and the Board of Higher Education over the past 5 years. We anticipate much increased support for our colleges and our students in the year ahead.

- Our union has established strong connections with legislators who have advocated successfully for our colleges and our colleagues. These partnerships have led to legislative victories and a commitment from legislators to fight rising health insurance

costs, increase the number of full-time positions, and reduce college costs for students.

- With approval from the MCCC Board of Directors, a 75th Percentile Task Force will be established to address the 1999 contractual implication that future salaries would be based on the aforementioned percentile. This Task Force will seek the support of MCC Presidents and legislators as well as union leaders and membership. Such collaboration should provide the expertise, input, and power to confront this inequity and implement an appropriate and timely solution.

- An MCCC retreat in January 2007 will be facilitated by MTA consultants to bring together leaders from every chapter to identify priorities, voice concerns, and offer suggestions for the direction and strengthening of this union.

The time is right for positive change for members of this union. As the winter solstice draws nigh, take time to understand our past challenges, celebrate our victories, and consider the steps needed to bring strength to this association and security to its members. We need to listen to and learn from each other. I look forward to the light and promise of the weeks and months ahead. In the meantime, I wish each of you rest and renewal.

Diana (Donnie) McGee
MCCC SAC Chair

Correction

In our November issue the article on Higher Ed Reform Bill may not have clearly presented the position of the community college presidents.

At the end of last year the Presidents urged the House to report its version of the Higher Ed Reform/Funding Bill to the floor. But the House version of the funding bill was never officially released, so the Presidents Council did not take an official stand on a particular version of the public higher education bills to support.

Currently, the Presidents Council urges full support for the latest Board of Higher Education budget which would eventually fund the \$400 million plus gap that exists between where funding for our colleges and universities is and where it needs to be (as cited by the Senate Task Force Report on Public Higher Education in March of 2005). ■

Directors Notes

At the Nov. 17, 2006 Meeting of the MCCC Board of Directors the following actions were taken.

- The Board voted to appoint David Kalivas (Mi), Lisa Rapp (ST), Bob Stoddard (H), and Joe Rizzo (NE) to the Distance Education Committee.

- The Board voted to authorized the expenditure of up to \$1893 for a post-card mailing inviting adjuncts to regional orientation meetings, with the money coming from reserves.

- The Board voted to recommend the following change to the bylaws:

Change Article VII—STANDING COMMITTEES, Section 3. Nominations and Elections Committee, D. from "Conduct the elections during the month of April," to "Conduct annual statewide elections, including elections of officers, MTA and NEA delegates, between February 15 and April 15." ■



Each semester the MCCC sponsors State House interns like Northern Essex CC student Christina Miller. Miller (seated) worked on a constituent services project with Angela M. McConnell, aide to Rep. Richard Ross, 9th Norfolk district. Miller was nominated by her history professor, Steve Russell. Intern applications are accepted on a rolling basis throughout the year. See the MCCC's website [mccc-union.org] for more information.

In Memoriam

Yolande Croteau a retired accounting professor from Springfield Technical Community College and a dedicated MCCC member died on Nov. 29, 2006. She was 79.

After many years in a business environment she moved into teaching, first at Stafford Springs High School in Connecticut and then to STCC where she stayed for 25 years, retiring in 1994.

Many MCCC members will remember Yolande's years of work with Allan Peck on the Nominations and Elections Committee. "She was a tireless worker in various union organizational and political efforts at chapter and statewide levels," said former STCC chapter president and director Carolyn Tetrault. "Her dedication is sorely missed." ■

WANTED

MCCC Legislative Interns

Application Deadline Extended

The Massachusetts Community College Council is seeking applicants for the Legislative Internship Program at the State House for the Spring 2007 semester. This program provides selected students with an opportunity to learn first-hand about state government and to consider a career in government and politics. Recently our students have worked at the offices of Senate President Robert Travaglini, Senate Majority Whip Joan Menard, Sen. Ed Augustus, Sen. Robert Antonioni and Reps. Michael Costello, Lewis Evangelidis, Mark Falzone, William Galvin, Mary Grant, Kathi-Anne Reinstein, Second Assistant Majority Leader Byron Rushing, and others.

Our requirements parallel those of the Legislative Education Office: Students must complete a one-page application and also provide a resume, transcript, and writing sample. Student interns typically spend a minimum of six weeks in their placement with a suggested schedule of two days and twelve hours per week, but variations on this schedule do exist. A minimum of 72 hours is required in all, and more hours are encouraged to make for a more meaningful experience. In-district placements are also

a possibility, though working in the State House is recommended.

After the deadline, the MCCC's Strategic Action Steering Committee will schedule interviews and select four candidates. Next, the Legislative Education Office (LEO) staff will interview and place MCC students with a representative or senator.

LEO Director Anne Reilly-Ziaja says legislative interns "perform numerous duties, including research projects, constituent service assignments, computerized bill tracking, attendance at hearings, and general office tasks". Reilly-Ziaja stresses that students are placed carefully and appropriately and their progress is closely monitored. Internships are expected to be meaningful for both students and staff as they "share in the work of the legislature".

This is an excellent opportunity for our students. These internships are often integrated with Co-operative Work, Directed Study and Community Service Projects for college credit.

Applications available at the website mccc-union.org. For questions contact:

Diana (Donnie) McGee,
MCCC Vice President & SAC Chair
E-mail: vice-president@mccc-union.org.
Phone: 508.415.1513

Know Your Day Contract

January 2007

Jan. 15 Sabbatical recommendations from committee to president. (p. 18)

Jan. 15 Martin Luther King Day (p. 16)

Jan. 23 Summary evaluations for part-time faculty due (p. 43)

Jan. 28 Faculty schedule changes due to chapter presidents

N.B. The cited page numbers are for the printed copy of the 1999-2002 contract. No distributed copies exist because the 2003-2006 contract contained few changes and was settled only weeks before its expiration. A version of this contract is available at the website (mccc-union.org). A printed copy of the 2006-2009 is being prepared for printing and distribution.

2007 To Present Us With Challenges, Opportunities



Joe LeBlanc,
MCCC President

With a signed contract out of the way, we have two years ahead of us to work on projects we've never had time to complete. It's time to dream big and push hard to help our members and our system of public higher

education. Here's my wish list for 2007 along with suggestions for how you can help.

• **Rejuvenate our system of public higher education.** UMass-Amherst's Public Higher Education Coalition began our campaign with a bang in December with a successful meeting with Governor-Elect Deval Patrick. In coming weeks, we'll be delivering a blueprint for change to the

governor and legislature. You can help by writing to the governor and your legislators and asking them to act on the following priorities: fix the funding gap, make higher education affordable, make higher education accessible, hire more full-time faculty, democratize our system and respect collective bargaining. See the MCCC's webpage to read the draft of the coalition's report titled "Advancing Public Higher Education in Massachusetts: A Roadmap for Governor-Elect Patrick."

• **Fix and fully fund the classification system.** Most of us know this story. In the late 1990's our members agreed to teach 15 credits – the national norm for community college faculty - because A and F Secretary Charles Baker and others promised to benchmark our salaries at the 75th percentile of those from peer institutions in ten comparable states. We have kept our promise, but our salaries have never reached the 75th percentile, and we have lost considerable ground due to zero years under Gov. Romney.

It gets worse. Colleges are now hiring faculty and staff for more money than can be justified under our salary grid. New faculty in nursing and other high demand programs receive starting salaries that in some cases exceed salaries of more senior faculty with resulting member discontent. In coming months, a blue ribbon panel will examine the classification system, draft a proposal to fix it and follow-up with meetings with the executive branch, legislative leaders and others. You can help by endlessly raising this issue with your college presidents and their administrative teams.

• **Reform Chapter 150E.** We negotiate for months or years and reach agreement with our employer by state statute: the Board of Higher Education. Several weeks later, after the contract has been ratified and executed, the Governor has 45 days (and often takes more time) to accept or reject a contract that has already been negotiated under the administration's financial parameters. On three separate occasions in the history of this union, the

Governor has scuttled the deal. Governor-Elect Patrick has promised to honor all collective bargaining agreements. We appreciate his pledge, but our push for long lasting and permanent change will continue. You can help by contacting your legislators and asking that they reform Chapter 150E. We must restore everyone's faith in the collective bargaining process. It's only fair that our members know the deal is real.

In future issues, we'll be looking at other items for our wish list, including hiring more full-time faculty and staff, fighting for health insurance for our adjuncts, strengthening our chapters, charting our union's future through a strategic planning process, and lobbying the new Congress to repeal the Government Pension Offset (GPO) and Windfall Elimination Provision (WEP).

For now, I wish you much peace and joy during the holiday season and pledge to work with all of you to make our dreams come true in 2007 and beyond. ■

2007 MCCC Elections

Nominations are open for MCCC Delegates to the MTA Annual Meeting and the NEA-RA. Members can nominate themselves by mailing in the form found in this and the December issues of the MCCC News or by submitting the electronic form through the website mccc-union.org.

Nominations will close at 4 p.m. Thursday, Feb. 1, 2007. Ballots will be mailed to all MCCC members on Friday, Mar. 2. The deadline for returning ballots is 4 p.m. on Thursday, Mar. 22. Election results will be announced by Friday, Mar. 30.

Delegates to the MTA Annual Meeting

• **Stipend:** The MCCC provides a stipend of \$50 dollars per day to delegates who attend the meeting.

• **Hotel Room:** Delegates who are on the ballot and who live more than 25 miles from the meeting are entitled to a double occupancy hotel room at the convention hotel, arranged by the MCCC, for Friday night. Write-in candidates will be accommodated on a space-available basis.

Election Waiver for Candidates for MCCC Delegate to the MTA Annual Meeting

If the number of certified candidates for MTA delegate is less than or equal to the number permitted, then those candidates are deemed elected. A ballot process will be conducted to permit write-in candidates for none-filled slots and to be named as successor delegates.

MTA Annual Meeting

Friday, May 11 - Saturday, May 12, 2007. Boston, MA

Delegates to the NEA Representative Assembly

The MTA provides a stipend of \$300. The MCCC provides additional reimbursement support up to \$800 to the top 15 candidates. MCCC reimbursement requires receipts and proof of conference attendance as provided by the MTA.

NEA Annual Meeting

June 30 - July 5, 2007
Philadelphia, PA

Massachusetts Community College Council

Nomination Form - 2007

A candidate must file this form (or a copy) with the MCCC Elections Committee by **Thursday, February 1, 2007, 4 p.m.** Nomination papers that arrive late will not be accepted.

Check all that apply:

MCCC DELEGATE

MTA Annual Meeting Delegate
(Boston May 11 and May 12, 2007)

NEA Representative Assembly Delegate*
(Philadelphia, PA June 30 – July 5, 2007)

Name _____

Full Home Address _____

Tel # _____

College _____

Tel # _____

Unit membership: Full Time MCCC

Part Time Day DCE

For ALL Candidates: Black
Hispanic-Chicano

Asian Pacific Islander
Native American
Caucasian

Visit the MCCC Web Site
<http://mccc-union.org>

OR

Mail a completed document to
Roberta Passenant (Elections Chairperson)
MCCC
27 Mechanic Street, Suite 104
Worcester, MA 01608-2402

Nominations Open October 15

Signature _____ Date _____

(Signature may be typed)

Deadline: MUST BE RECEIVED by Thursday, February 1, 2007, 4 p.m.

*Bio or Statement for **NEA Rep. Assembly Candidates only** (Optional) - 50 word limit (1 word per box)

Instructions

1. Type or print clearly using both upper and lower case letters as you expect the final statement to appear.
2. Insert no more than one word per box except when combining letters (ex. MCCC) or hyphenated words.
3. Insert punctuation in the same box immediately after the word you want it to follow.

Data from the MCCC Research Coordinator

MCCC Research Coordinator Hilaire Jean-Gilles presented his fall report to the Board of Directors at the November meeting. Jean-Gilles maintains an extensive database of employment, salary and enrollment statistics for use by the Union. His report highlighted important statistics related to hiring salary policies and full-time employment numbers.

Classification and Point Calculation Forms

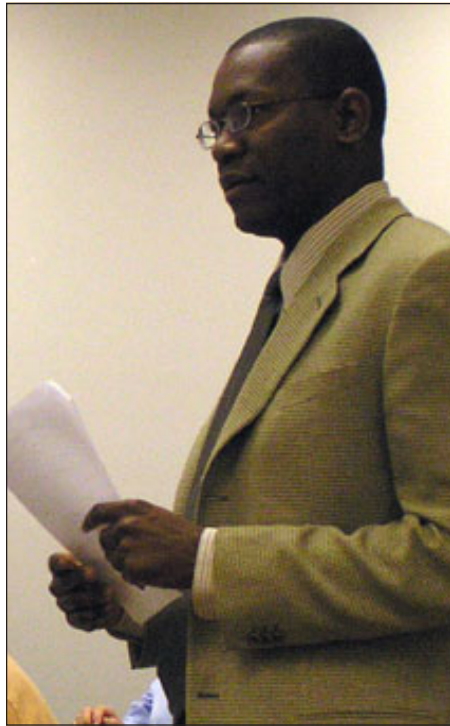
From January to October 2006 Jean-Gilles received 105 point-calculation forms from 11 of the colleges, as contractually required. Bristol, Northern Essex, Quinsigamond and Roxbury did not submit any forms. These forms allow the MCCC to monitor compliance with the 1999 Classification Study.

Jean-Gilles found that 70 percent of the point calculation forms received had salaries that were over the classification salaries, 29 percent matched the classification salaries, and 1 percent of the newly hired unit members were below the classification salary. Notably, some hires at Bunker Hill were \$1,800 to \$19,000 over the classification structure. These were primarily in nursing.

Trends in Full-Time Employment

The presentation showed that from 2002 to 2005 the total number of full-time equivalent students (FTE) increased by 5.6 percent while the number of full-time faculty decreased by 3 percent. Over the same period of time the total number of full-time unit members (faculty and professional staff) decreased by 8 percent.

Jean-Gilles also reported the student/faculty ratios at each of the colleges. The lowest ratios were at Springfield (25), Greenfield (26), Berkshire and Roxbury (27 each). The highest ratios were at Middlesex (44), Mass Bay (43) and Bristol (41). The other colleges spanned the 30s, with the system average being 34. ■



MCCC Research Coordinator Hilaire Jean-Gilles presents his fall report to the MCCC Board of Directors.

Graduation Rates...

Continued from Page 1

Social integration is defined as a having successful interactions in college activities or with faculty. Academic integration is measured by scholastic achievement.

The author notes that the situations of community college students makes their social and academic integration especially challenging because of open admissions, requirement to commute, financial barriers and mixed motives for attending college. Because of these conditions, community college students have greater need for advising, and full-time faculty have always been more involved in these activities than the faculties at four-year institutions.

Faculty on part-time appointments are paid only for the time they are teaching, and many have to juggle multiple positions at different colleges. These faculty are themselves not well integrated into the institutions, and their ability to interact with students outside the classroom and participate in college activities is severely limited by the conditions of their employment. Many of them lack telephones, offices, mailboxes, computers and other basic equipment to do their work.

Other studies have shown that adjunct teaching performance, by itself is commensurate with that of full-time faculty. But the cited study does demonstrate that our students' need as much outside of the classroom as they do inside it.

Despite Jacoby's evidence that community college students need full-time faculty, these are the institutions that make the greatest use of adjuncts. According to 2003 NSOPF statistics, the rate of part-time faculty for all institutions was 43.7 percent; at colleges offering up to masters degrees it was 36.7 percent, but at community colleges it was 66.7 percent (up from 63.9 percent in 1999).

Jacoby cites a 2004 study that looked at data going back to 1986. "They concluded that for each 10% increase in the percentage of faculty employed part-time at four year institutions, graduation rates declined by 2.65%." One would expect that the community college decline would be comparable at best.

Jacoby points to the economic pressures that encourage colleges to increasingly rely on part-time faculty yield short term cost benefits. But, he says, "[T]he dangers in expanding part-time faculty appear to outweigh any benefits. There now appear to be few real defenses that can justify maintaining a system of employment that evidence increasingly suggests has adverse results for students as well as for faculty." ■

Your Union at Work For You

Part-Time to Full-Time Resolution

For 10 years, Theresa Bulman held two, 20-hour, part-time positions in the nursing department at Cape Cod Community College. With new reporting requirements regarding part-time staff positions, MCCC Grievance Coordinator Dennis Fitzgerald noted that Ms Bulman was really doing a full-time job.

Fitzgerald notified the chapter grievance officer, Daniel McCullough, who helped Bulman set the process in motion by filing a Step One Complaint. To the college's credit, they recognized the injustice of the situation, and resolved the complaint.

The settlement, reached in November, appoints Bulman to a full-time/benefited retroactive position in the Nursing Department "commensurate with and comparable to the work the Grievant has been doing for the past ten (10) years at the college."

The appointment, effective Sept. 1, 2006, is to the position of Senior Special Programs Coordinator. It is a nine-month (September-May) unit professional staff position with full benefits.

Moreover the college agreed to send a letter of support to the State Retirement Board to allow her to buy back any creditable prior service to the Commonwealth that she may have lost as a result of "falling between the cracks" in her years of employment at the college.

As of this writing, the Retirement Board had granted Ms. Bulman eligibility for the full 10 years of service. This will vest her in the system and make a pension available to her.

Recent contractual changes have required the colleges to make much more thorough and timely notification of part-time Day contract employees to the MCCC. This has made it much easier for the Union to identify all of the members of the bargaining unit. As identified Unit members these employees must pay either an agency fee or Union dues. While agency fee payers get initial grievance assistance, only those who join the Union get the full range of services up through the assignment of an MTA attorney. ■

Letter To The Editor

Dear Editor,

I would like to take this opportunity to respond to Joe Leblanc's "In Solidarity" piece entitled "Forging Better Connections With Our 4,000 Adjuncts." He wrote: "The MCCC has represented our adjuncts since the early 1990's. We do make a difference in their lives, but acknowledge there is still much to do. Joe Rizzo, our DCE Grievance Coordinator, recently received an email from a DCE member who railed against everything that is wrong with the DCE contract while ignoring everything that has improved."

Yes, I "railed," but against "everything," no. Yes, I too was told about how much the MCCC has done for its adjunct members over the years, and I had to agree that some kind of union representation of adjuncts is certainly better than none at all. In addition, I too was told that the MCCC acknowledged there is still much for the union to do in representing adjuncts. I asked "so what is the union doing now to benefit adjuncts?" "Trying to get better pay and benefits for adjuncts" was the answer. Sorry, trying is not good enough.

Results now are what count. I explained that for this union member a few extra bucks over the years and the right to teach one course a semester DOES NOT "make a difference in their lives." It was in a second email that I suggested what the union could really do to make a difference in adjuncts lives other than resting on the laurels of noble deeds done in the past and simply acknowledging that more needs to be done in the future.

I submit the following scenario for serious consideration: What would happen, that would benefit adjuncts now, if 4000 of us indicated on our Teaching Availability Forms that we would not be available to teach next semester? What would happen if, in addition, no adjuncts applied for the applicant pools for future vacancies? Is it really an improbable scenario not worth consideration?

In my second email, I further submitted that, in my opinion, in the 21st century, all it would take is inspired leadership, with a website using the power of the internet, to make changes happen that would make a real difference in adjuncts lives now.

Very sincerely,
Wayne H. Breither, Ph.D.
Adjunct Professor
Psychology
STCC

Advancing Higher Ed...

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3. Make higher education accessible to all

All our institutions of public higher education should serve the full range of students in the Commonwealth - neither race nor class should serve as a barrier to attending and completing college. Today students of color and working-class students are less likely to attend college than their white middle-class peers. There should be a place for every high school graduate in a public college or university.

4. Hire more teachers, researchers, and staff

Over the past decade the number of full-time faculty and essential support staff at virtually every single one of our state colleges and universities has been in decline, despite a constant number of students. The steady decrease in the number of faculty and staff is undermining the teaching, research, and economic development mission of our public higher education system. Hiring part-time and adjunct faculty instead of full-time faculty recruited through nationally competitive searches lowers the quality of education. As we rebuild the faculty we must also hire the staff needed to support both students and faculty.

5. Honor collective bargaining and campus governance decisions

Unions and governments are both entities which increase the democratic capital of a community. In accordance with this principle, the state should respect collective bargaining by making timely salary offers and honoring union contracts negotiated in good faith and agreed to by both parties. Furthermore, colleges and universities should respect the autonomy of student governments. ■

Proposed Bylaw Changes

The deadline for submitting proposed changes to the MCCC Bylaws and Standing Rules is no later than Feb. 1, 2007. Proposals should be in printed format, double spaced (not hand written). They should include the following information:

- rationale for the proposed change;
- name of the maker of the proposal;
- campus (or MCCC committee/group) of the member making the proposal.

Proposed changes should be sent to
Bob Gillies, 6 Wheelock Street
Oxford, MA 01540-2110
Email: bobg@qcc.mass.edu ■



MCCC News
<http://mccc-union.org>

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