

MCCC



News

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## Howarth and Reidl Share 2009 Butler Award

This year the outstanding nominees for the Jon. G. Butler award gave the Board of Directors a difficult decision. The resolution was to have co-recipients for 2009. They are Paulette Howarth from Bristol Community College and Karen Reidl from Holyoke Community College.

The Jon G. Butler Memorial Award is presented to a chapter president whose leadership, acts, or support have made a significant impact on MCCC unit members. It is given in memory of former North Shore chapter president Jonathan Butler. The role of chapter president is a crucial one; for most members their chapter president is the MCCC. That is the person most members go to when they have issues.

This year's recipients reflect different attributes that make for chapter president excellence.

### Paulette Howarth

Howarth has been active in the MCCC at various levels for 33 years. Before her current stint as chapter president she had been the Bristol Director for several terms and had previously served in chapter roles as well.

In nominating her, the five members who signed the nomination form said, "Paulette Howarth is dedicated to the

welfare of all members of the unit, faculty and professional staff. She fosters a spirit of respect, mutual support, and inclusiveness—reflective of the true spirit of a union."

They detailed Howarth's many accomplishments and attributes. Among them was her careful planning of chapter events. She plans frequent, regular times for meetings of the Executive Team and the entire chapter and makes sure the agendas are meaningful and beneficial to the members. The flowers and homemade treats she regularly put out for meetings a touch that showed how deeply she cares about the members.

Recognizing the strengths of members Howarth was noted for targeting and encouraging individuals to participate in union activities, and then delegating authority effectively to these new activists. She regularly attends MCCC, MTA and NEA activities herself, always on the lookout for more ways to better serve the members—managing to bring a few other members along wherever she goes.

### Karen Reidl

Reidl is a relatively new chapter president from Holyoke Community College. By 2007 the chapter had had some leadership changes and was in need of a new direction, and Reidl was just the person for the job.

Her nominating members said, "Since Karen became our Chapter President, there have been significant improvements in our Chapter—improvements in member morale, interactions with management, cohesiveness within the union, and defense of members rights."

Holyoke has been the site of some significant union/management disputes recently where management was found in violation of the contract. Reidl was cited for her vigilance in monitoring the college's practices and fighting for members' rights. Not only holding management to the letter of the contract, she wants them to honor the spirit of the contract as well.

She has encouraged member par-

ticipation in a number of ways. She helped to initiate a program called "Unity in Community," which is an ongoing series of informal meetings intended to bring new members into union activities. The meetings provide information about and mentoring within the union. She has also formed a special committee to monitor the college's job postings for conformity to the classification provisions.

Strategic action has become more intensive since Reidl became president. She was already committed to political action—her husband Bob is the Chapter SAC Coordinator—but her personal encouragement has gotten more members involved.

Her members said, "Because of her strength, courage, commitment and professionalism, she has provided our chapter with the much needed leadership that is enabling us to become a more cohesive, proactive and ACTIVE chapter. As a group, we have become more unified and more active under Karen's leadership." ■

## Passenant Receives Lemieux Award

Roberta Passenant of Berkshire Community College is the 2009 recipient of the Lemieux Award.

The *Raymond C. Lemieux Award* is given to recognize an individual whose service, leadership, and dedication have contributed significantly to the Massachusetts Community College Council and higher education in general. Ray Lemieux was a long standing MCCC member from STCC who served in a variety of statewide roles including negotiating teams and MCCC Treasurer.

Passenant has been a major force not only at the Berkshire Chapter but on the statewide level as well. Over her many years of service she has been Chapter President, Grievance Officer, and Director. She chaired the MCCC Nominations and Elections Committee and served on the Student Evaluation Form Committee that selected the University of Washington forms that are currently used to evaluate full-time faculty.

She was one of the prime movers of the Gender Equity lawsuit that stretched out from the 1980s into the 1990s. The case demonstrated that women were paid below the rates of equivalent male members at several colleges. This ultimately resulted in female MCCC unit members across the state receiving significant pay adjustments. And this resolution helped the MCCC to demonstrate further inequities that eventually led to the significant improvements for all members through the Classification Study.

Passenant's service on the MCCC Board of Directors was noted for the careful consideration she gave to issues and for her ability to look ahead to see future ramifications of decisions being

made. In their nominating statements Berkshire Chapter members said, "Her intelligence, her attention to detail and knowledge of the contract made Ms. Passenant a force to be reckoned with in the best sense of that term."

She was cited for her dedication to students and the high standards that she held them to in her Business classes. She held herself to high standards as well, demonstrating that by continuing her own education by earning a law degree while teaching full-time. An education that she

put to good use for the benefit of her chapter and the MCCC as a whole.

The affection in which she is held was clearly evident in the nominating statements. They called her, "the one person on the campus of Berkshire [that] represented the MCCC to the rest of us." And, "Those of us in leadership now learned what we know from her. She helped us through our first MACER meeting, our first grievance, and our first Delegate Assembly, and we are in her debt for doing so." ■

## Research Coordinator Shares 75<sup>th</sup> Percentile Data

MCCC Research Coordinator Hilaire Jean-Gilles presented his annual report at the MCCC Board of Directors last month. His job is to gather general data about membership, salaries, and other trends within our community college system.

Jean-Gilles also responds to specific information requests from the MCCC President, the Day and DCE Grievance Coordinators and Bargaining Teams to support various Union initiatives. He works with both the individual college HR offices as well as other state and federal agencies.

Monitoring the Classification System is an ongoing duty. He tracks the 75th percentile trends and noted that Massachusetts' community college salaries have been improving relative to the ten other states. The difference has dropped from \$9,029 in 2005, to \$7,654 in 2006, to \$4,587 in 2008.



Hilaire Jean-Gilles

Membership statistics across the state are something that should interest all MCCC members. Most are familiar with their own campuses, but with statewide Day and DCE contracts, it is valuable to have a picture of the MCCC as a whole.

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## Springtime Music and Musings

Donnie McGee, SAC Chair & MCCC Vice President

The requiem for winter's scourge has passed,  
And nature's transformation here, at last.  
The season's rebirth truly has begun.  
It's none too soon for each and everyone  
To partake in April's glorious show.  
Let's hearken to springsong; let's heed the glow.

On campuses, the energy abounds.  
The trumpet at the finish line resounds,  
And graduation's not too far behind.  
Reflect on where we've been. 'Tis surely time -  
Lest challenges exact too great a toll.  
Successes past are sure to spark renewal.

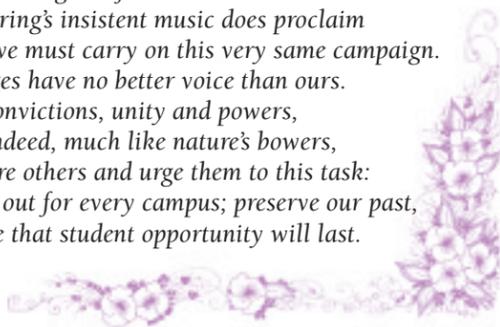
Autumn headlines note: Question One Repealed!  
Our unity, our energy, our zeal  
Momentarily saved the state from doom.  
And lessons learned in that campaign still loom:  
That Commonwealth assault was deemed ill-fated  
Since coalition efforts never abated.

Political allies all of us must seek  
To strengthen campus funding and to speak

For the students and the programs we support;  
To reverse adjunct hiring trends that hurt.  
Such conversations need communicate  
Academic integrity is at stake.

The year has sprouted leaders young and smart.  
Their energy is welcome – and their heart.  
At forums local, statewide and beyond  
Their voices capture well a too familiar song:  
Safeguard colleges now or they shall fail.  
Underfunding doth their mission imperil.

The challenges before us do remain.  
But spring's insistent music does proclaim  
That we must carry on this very same campaign.  
Colleges have no better voice than ours.  
Our convictions, unity and powers,  
Can indeed, much like nature's bowers,  
Nurture others and urge them to this task:  
Speak out for every campus; preserve our past,  
Ensure that student opportunity will last.



## LETTERS



### ARE YOU MAD AS HELL AND NOT GOING TO TAKE IT ANY MORE?

News Flash: Our salary has not kept pace with the 75th percentile as “promised” during the 2000-2003 contract negotiations when we agreed to increase our workload to teach a 5th course, a 25 percent increase in workload. I don't know about you, but that 5th course is a killer.

What makes it more of a killer is that now we are not even getting paid what was promised and we haven't been paid that figure for a l-o-n-g time.

Receiving our correct salary is important to all of us, but if you are planning to retire in the somewhat near future, you need to know that you will be losing thousands of dollars each year of your retirement if your salary is not adjusted up to the 75th percentile before you retire!

Yes, that's thousands each year!

We ALL need to act now! E-mail or call the following people listed below, and let them know how you feel. Each one of us needs to bring this to the attention of our union chapter presidents, members of the negotiating team, and our union president, Joe LeBlanc. Let's blitz them with messages TODAY!

It will only take you a few minutes.

BE MAD AS HELL.

Let the Negotiating Team Members know how you feel: Joe LeBlanc, Donnie McGee, Tiffany Magnolia, Claudine Barnes, Rick Doud, Mary Folan, Andria Schwartz, Margaret Wong, and Diana Yohe.

Prof. Brenda Clark  
North Shore Community College  
bclark@northshore.edu

## Guest Column

# Ghosts and Migrant Workers

Melissa M. Juchniewicz, EdD  
Northern Essex Community College

I've made an intentional decision to become a ghost. It wasn't my decision alone; it was partly a result of circumstances, and, frankly, recommended by some who said it would be in my best interest. Perhaps it is more accurate to say I have intentionally accepted my ghost-status. I was a migrant worker for eleven years before I became a ghost, but one of the differences between being a migrant worker and

being a ghost is that I didn't know I was a migrant worker. I know I am a ghost.

I mean no disrespect to those who pick grapes, beans and apples. My work never took me out under the hot sun to bend my back and make my hands raw. But my work as an adjunct to the college faculty does share common ground with that of the migrant workers we all rely on. I work only when needed and when not needed I don't have a place in the field. I know I'm valuable during those times that I'm needed, for the specialized and difficult work that I do. But I'm

not valuable enough to be provided with an assurance of protection for health or for a future, nor any guarantee that I will have work at all if the creek rises or enrollments don't.

Many migrant workers in higher education are satisfied with this situation. They compromise security for independence and have no expectations of, sometimes no interest in, becoming full members of their academic communities. Others believe that if they imagine themselves to be full members of the community, that someday this will become true for them. It's a fiction that serves the power strata well, and this belief is seldom discouraged.

I was one of those others. When a rare full time position was posted, I applied with confidence. After all, my colleagues had sponsored me for a national award for teaching excellence, had courted me to be elected to executive and steering committees, had invited me to join social events and to participate in institutional development activities. I was crushed when I wasn't even considered for an interview. Another position became available. Then another. When I still wasn't granted an interview, not even once, I felt like I was being rebuffed by my home and family. More hurt than angry, and more puzzled than offended, I asked colleagues, my union rep, my dean, and the vice president of academic affairs: am I not qualified for this work I have been doing? There were, of course, no answers. And any answers I could devise to my puzzlement only sent me back to self-recrimination. This roundabout sapped my confidence, my energy, my very sense of myself. So I became a ghost.

I always wondered about the ghosts. I was aware of them of course, but I couldn't understand how they could exclude themselves from the community, simply to appear in the classroom, perform their magic, and then disappear. Now I understand.

The eagerness with which I fulfilled my migrant worker duties I simply can no longer muster. And as one of a legion of ghosts, I'll learn to keep my eyes down as I pass from classroom to car, car into classroom, an adjunct, extra, add-on, invisible and disconnected, there and gone. ■



MCCC members attended the National Council of Higher Education (NCHE) meeting in Portland, Ore where the MCCC made a significant presence. Front row from left, MCCC Vice President Donnie McGee, Tiffany Magnolia, NSCC; Margaret Wong, QCC; Kenn Anania, MaCC; Claudine Barnes, CCCC, MaCC. Back Row, MCCC DCE Grievance Coordinator Joe Rizzo, NCHE President Jim Rice, QCC; NEA Director Bob Gillies, QCC; John Cipora, HCC; and newly elected NCHE Vice President Kathy Boudreau, MaCC.

# Data-driven Decisions Must Drive More Funding to Community Colleges



Joe LeBlanc,  
MCCC President

We live in an age where our colleges are asked to meet accountability objectives. We are expected to measure our institutional effectiveness, and every cent in public funding is scrutinized. Indeed, the Department of Higher Education's latest Performance Measurement Report tells us our public colleges are "fulfilling their responsibility to provide accessible, affordable, quality higher

education" and that they are doing so through responsible use of taxpayer dollars and other resources."

The report cites data to support this assertion and examines the issues of access, affordability, student success, and fiscal efficiency and responsibility. Our colleges perform well across the board. Data indicates that our underfunded colleges are doing a magnificent job in a challenging fiscal environment. Access indicators begin to tell the story.

**Access:** Our community colleges serve many stu-

dents. We are accessible to all. Our colleges served 121,507 students (53,705 FTE) in Fall 2007, an increase of 5.7 percent in the last three years. More minority students enroll at our community colleges than anywhere else in public and private higher education. The fall 2007 minority enrollment of 28.9 percent is greater than the Commonwealth's 16.1 percent minority population.

**Affordability:** Our colleges are a relative bargain. Tuition and fees of \$3,661 cost 4.7 percent of median family income of \$78,497. This compares to a 4.9 percent average in the Northeast. While paying for college is a challenge for many of our students, they attend community colleges that are doing their best to keep costs down.

**Student Success and Academic Quality:** Our students persist in their studies and our faculty and staff work hard to retain our students. Fall-to-fall first year persistence rates have been level: 56.6 percent return to their community college and 8.8 percent continue their education at another institution. Fall-to-spring retention rates were 90.8 percent in 2007-2008 with 13 of 15 institutions reporting stable or increasing rates. Our students completed 76.1 percent of their courses for

FY08, beating the DHE's benchmark of 75 percent.

Our students succeed and transfer. They graduate and transfer with 10,742 earning degrees in 2008. Our students have many choices, however, and often transfer to one of the state's nine state colleges, UMass or 55 private colleges or universities. We know our graduation rates must improve, but a significant boost in persistence, graduation and transfer rates will only come with more funding, full-time faculty and professional support staff.

Our community colleges do it all. We train hundreds of nurses who enter the health care industry every year. We offer 86,683 (FY08) courses in workforce development. We even raise more than \$12 million in private funds to support our institutions.

But in the end, it isn't enough. The recession will end. For now, level funding will do. But we – all of the stakeholders in this system – know it isn't possible meet the considerable educational challenges that face us when a majority of our courses are taught by underpaid adjunct faculty in a system supported by hundreds more part-time academic support staff. Until we change this dynamic, the good statistics cited above will likely stagnate. We can and must do better. ■

## Advice to Adjunct Faculty



Don Williams, MCCC  
Communications  
Coordinator

It is the season when colleges begin to do their major hiring of faculty. Given the state's fiscal condition, this season may not see many positions open. But however many vacancies are posted, there are a lot of adjunct faculty who would like to receive those appointments.

The guest column in this issue "Ghosts and Migrant Workers" by Melissa Juchniewicz achingly presents the disappointment felt

by unsuccessful adjunct seekers of full-time positions.

There are widely divergent perceptions about how colleges hire new faculty. In a recent spate of items in *The Chronicle of Higher Education* one person complained that there is a bias against hiring outside candidates. MCCC's Betsy Smith responded in a letter that argued the opposite and that a bias exists against in-house adjunct candidates. There are as many perceptions as there are members.

I'm going to take a risk in this column and offer some advice to our DCE members who seek full-time employment. I have worked in the system for 30 years, and I've been on a number of search committees (both for faculty and administrators). So I hope this gives me something useful to share.

In the survey the DCE Bargaining Team conducted in 2008, approximately 400 respondents said they were interested in a full-time teaching position in the Massachusetts community college system. The survey response rate was about 30 percent, so 400 is certainly not the full number of adjuncts who desire full-time teaching appointments.

First, just look at the numbers. In our system there are 15 colleges, 1519 full-time faculty and around 4000 adjunct faculty—a number that varies from year to year. My own campus (North Shore) is one of the largest in the system, and in most years we hire about four or five new faculty. By the end of this year nine faculty will have retired, but not all these positions will be filled.

Given the different sizes of the campuses, the average number of vacancies would be about 30–40 positions system wide. With well over 400 adjuncts desiring

full-time positions, it is guaranteed that there will be hundreds of disappointed adjunct applicants. I recently heard that, for the one English position posted, my college received over 200 resumes. The competition is tough!

The hiring process varies from campus to campus. I will explain how it works at North Shore, but it is similar at most campuses. First a job description is worked out between the dean and department chair (who is a unit member) in conjunction with the HR department, and a posting is issued. All the campuses are charged by NEASC to increase diversity in their faculty, and to comply with this need they have to advertise widely for a diverse applicant pool.

A search committee is then established. Usually it is comprised of three to four faculty volunteers from the department, the department chair, and the dean. North Shore also includes a member of a diversity committee who is often, but not always a unit member.

Using a checklist, with rankings on key criteria from the job posting, the committee members individually read the resumes and score them. Committee members then bring forward their top scored candidates for discussion. Some candidates are on everyone's top ten, and these definitely get called for an interview. There is debate about other candidates and committee members advocate for choices that they ranked highly but other members did not. Ultimately between 5 and 12 candidates are invited for interviews.

Interviewees spend between one and two hours interviewing with the committee, which usually includes presentation of a sample lesson. This is about 15 minutes on a limited topic like explicating a short poem or introducing a concept in your field. The committee is usually charged with sending three, unranked names to the Academic Vice President who makes the final decision. Typically the VP wants to meet the candidates fresh, without information from the committee. The deans do speak with the VP, and may share some perceptions before the VP makes final decisions.

So how should adjuncts proceed in applying for a full-time position at a college where they have taught? First, do as much as you can to make your resume match the advertised requirements for the job. Those initial scoring sheets will be largely based on the qualifications stipulated in the posting.

Being a known-entity is a two-edged sword. Whatever you do, don't assume that the committee knows

anything about you. But of course they do, you just don't know how much any one of them knows. This goes for the resume, but especially for the interview.

Also, remember that only 75 percent of a full-time faculty member's work load is instructional. The other 25 is student advisement and college service. College service is department, division, and faculty /staff meetings along with committee assignments or participation in other activities. This is not most faculty's favorite part of the job, but it is important. Most adjunct faculty have little exposure to the college service part of the job, but don't overlook it as you apply and interview.

In an interview remember that you will be competing with people that are otherwise unknown to the committee. They will be putting their best face forward, and the committee, in a way, will be judging them on the candidate's own terms. As a known entity, you need to put on your best face too, but also some of the committee members may have seen you on less than your best day in the past, and those impressions may be hard to shake off.

There is language in the Day Contract (Article 16.02) that gives limited preference to adjunct faculty over outside applicants if they are "equally best qualified," but this difference is difficult to establish and enforce.

Arbitration decisions related to this article require that a search committee looks at the personnel file of adjunct faculty who have seniority at that particular college. So you should go to the college HR Office and ask to see your file well in advance of applying for a job. Do what you can to manage your file by responding in a timely fashion to any negative information like a low student evaluation, and make sure any positive information like commendations are placed in it.

None of what I have suggested will guarantee you a job. Colleges and departments often look to bring in skills, attributes and attitudes that they may be lacking in their existing members when they hire new people. "Equally best qualified" leaves a lot of room for debate.

Full-time faculty do have influence in the hiring process. And they can make a difference. But the scoring systems employed are there to produce a fair hiring practice.

Hopefully full-time faculty will be sensitive to adjuncts who apply for positions and will be advocates for them. The MCCC leadership has been advocating to create more full-time faculty positions and for hiring our experienced adjunct faculty to fill them. ■

# DIRECTORS NOTES

At the March 27 meeting of the MCCC Board of Directors the following actions were taken:

- The Board voted to recommend that the MCCC Delegate Assembly pass the following budget motion: Voted, by a majority of those present at the annual meeting on Saturday, April 25, 2009, to adopt the MCCC FY 2010 operating budget of \$1,003,680. This FY 2010 budget represents a FY 2010 MCCC dues rate of \$253 (no increase) for Day unit members based on approximately 2,000 Day unit members and an MCCC dues rate of \$76 for DCE unit members, based on approximately 4,360 unit members. Dues for agency fee payers and others qualifying for other rates will be discounted accordingly.
- The Board approved paying each Part-time/Adjunct Director \$500 stipends each academic year starting with the 2008-2009 academic year.
- The Board approved a policy that the MCCC Worcester office be closed when Quinsigamond CC closes for inclement weather. The MCCC staff will be paid for hours lost due to closure for inclement weather.
- The Board voted to supply the names, contact information, and college affiliation(s) of the DCE membership to the two Part-time/Adjunct directors by the MCCC Treasurer. ■

Visit The MCCC Online!  
<http://mccc-union.org>

(Note: sometimes using www in the address doesn't work)

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.

## Research Coordinator . . .

Continued from page 1

The table below shows the breakdown on a campus-by campus-basis of the full-time membership split between professional staff and faculty.

College	Number of F-T Prof. Staff	Number of F-T Faculty	Total F-T Members
BkCC	20	54	74
BrCC	31	109	140
BHCC	63	131	194
CCCC	19	68	87
GCC	21	55	76
HCC	35	129	164
MBCC	27	91	118
MaCC	38	123	161
MiCC	43	126	169
MWCC	12	72	84
NECC	28	1078	135
NSCC	58	131	189
QCC	35	120	155
RCC	18	49	67
STCC	44	154	198
<b>TOTAL</b>	<b>492</b>	<b>1519</b>	<b>2011</b>

The table below shows the comparison of DCE faculty at each college broken down between those faculty who are only teaching courses through the DCE Contract (pure DCE) and members of the Day Unit who also teach DCE courses (dual members). Note that the numbers of courses offered are typically higher in the fall than in the spring.

College	Pure DCE Fall 08	Pure DCE Spring 09	Dual Unit 08-09
BkCC	141	141	30
BrCC	466	459	74
BHCC	330	341	105
CCCC	216	190	45
GCC	160	144	22
HCC	341	250	52
MBCC	224	165	53
MaCC	332	311	91
MiCC	426	387	73
MWCC	190	171	46
NECC	282	290	81
NSCC	378	336	65
QCC	377	317	86
RCC	135	138	25
STCC	211	194	94
<b>TOTAL</b>	<b>4209</b>	<b>3834</b>	<b>942</b>



**MCCC News**  
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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)

## In Memoriam

John Anthony Palmer III died in his home in Worcester on Friday, Mar. 20. He was 53 years old.

Mr. Palmer was a very active MCCC DCE member. He taught foreign languages full-time in the Worcester public schools for many years. He was also active in his local K-12 association, representing them as MTA Director. For over 12 years he taught Spanish and French at Quinsigamond Community College.

He was a strong advocate for improving the rights and benefits of adjunct faculty both at QCC and MCCC statewide. He was a member of the *Ad Hoc* Adjunct Committee. And he chaired the negotiating team for the 2005-2008 DCE contract and had been a member of the current negotiating team.



**JOHN PALMER**

He is survived by his parents, a brother, and two sisters who reside in Georgia as well as several aunts, uncles, cousins, nieces and nephews in Holden, Mass. ■

### NORBERT "BOB" NUNES

Norbert F. Nunes died Friday Apr. 3, at the Wayland Nursing and Rehabilitation Center following a long illness, at the age of 73.

Mr. Nunes was a graduate of Northeastern University class of 1962, receiving a Masters Degree in 1964.

He taught English and literature at Mass Bay Community College for 25 years, where he also served as head of the English Department. He was also an adjunct faculty member Northeastern University for 25 years.

A very active MCCC member at Mass Bay he served as Chapter President and MCCC Director. He was a fixture at MCCC Delegate Assemblies, MTA Annual Meetings, and NEA-RAs, as well as being involved in politics.

He was survived by a brother and several nieces and nephews.

Expressions of sympathy may be made in his name to the Alzheimer's Assoc. 311 Arsenal St. Watertown MA 02472. ■

## Know Your Day Contract

### May 2009

**May 1** President's tenure recommendations and sabbatical notification due (pp.38 & 25)

**May** **Last Day of classes**  
 Faculty submit college service and student advisement form (p.49)

**May 21** Tenure decisions due (p.38)

**May 26** 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. ■*

## 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/>