

MCCC



News

208

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## DCE Bargaining Team Goes on Summer Hiatus: Three Percent Increase Coming in September

The MCCC DCE Bargaining Team had been meeting on a weekly basis through mid-June. They met with the Employer on June 10 for the third and final bargaining session meeting before the fall. The team held its final meeting on June 17 before taking a hiatus for the summer. Because of conflicting vacation schedules it was agreed to pick up negotiations at the end of the summer.

At the June 10 meeting Management confirmed that the three percent salary increase negotiated in the last contract as an additional, "outside" year will kick in at the start of the next academic year (fall 2008), so there will be no zero year even though there is no new contract.

Both sides presented outlines of their packages at this meeting, although formal written proposals were not exchanged. The Union's proposals centered around the themes of parity, proration, and equity with full-time faculty, commenting that students and student learning would benefit just as much as faculty.

At this early stage of negotiations there was no specific discussion around finances. However, management seemed



The MCCC DCE Negotiating Team, seated from left, Betsy Smith, John Palmer, Carole Dupont, standing Don Williams, Patrick Lochelt, Richard Devine, Chairperson Diana Yohe, MTA Consultant and Spokesperson Miles Stern, and Gail Guarino.

(Photo by Joe LeBlanc)

very conservative and concerned about their cash flow. The team felt that management heard some of the themes and

recognized where the Union is coming from. The Union's position is that all of the courses offered by the colleges are equal,

regardless of the employment status of the instructor; therefore, the instructors should be treated in a more equitable manner.

The team hopes that members will take the agenda of parity, proration and equity into their own hands and let the college presidents hear about this over the summer. Although specifics about bargaining will be held close by the team, there is an important role for the membership at large in the process.

During the summer hiatus the Union is conducting research to get a true picture of the DCE budget trends at the colleges in order to be better prepared at the bargaining table. This will also give the opportunity to further refine the Union's written proposal.

On June 10 there was discussion about scheduling bargaining in the fall, but no dates have been set. MCCC team members have been working to rearrange their teaching schedules to ensure that everyone is available at the same time.

While direct bargaining is on hiatus, the process of settling a new DCE contract is advancing. When bargaining resumes in the fall, things should heat up quickly and it is important for members to be energized to support the team in achieving a more equitable contract. ■

## 'Reign of Terror' at MassBay?

By Jack Stripling  
Reprinted from *Inside Higher Ed*

[ed note: This story originally ran in Inside Higher Ed on July 7. Visit – <http://www.insidehighered.com/news/2008/07/07/massbay> – to see the Bellinger resignation letter and readers' comments.]

Since she took the helm at Massachusetts Bay Community College in 2005, Carole Berotte Joseph has weeded out a host of deans, received a faculty no confidence vote and, just last week, announced that the two vice presidents and the interim provost who comprise her entire cabinet have either resigned or been put on administrative leave.

And she fired her secretary, too.

Eunice Bellinger, who stepped down as interim provost Thursday, did so with a stinging, three-page resignation letter that she sent to the chair of the Board of Trustees.

"Carole Berotte Joseph has created an atmosphere on campus that is unacceptable and beyond repair," Bellinger wrote. "Her ineffective, inadequate and abusive leadership style works to undermine day-to-day operations, with personal, personnel and fiscal costs." She added that she has "witnessed, and experienced first-hand, countless instances, both public and private, of verbal abuse, degradation, and berating at the hands of President Berotte Joseph."

Other casualties of last week's administrative reshuffling include Marc Eichen, vice president of information technology; Kim Gazzola, vice president of administration and finance; and Mary Connolly, the president's executive assistant.

Joseph defended her decision Saturday, saying it was important to have new people in key roles.

"I know I have a lot of support on campus," she said. "When these people left, there was glee on campus on Thursday. People said it's about time."

Joseph describes a silent majority of faculty and students who support her, but she concedes that she's reached a veritable impasse with "four or five people who hate my guts, basically." Included in that group are the leaders of the union representing faculty and staff, she said.

Joseph LeBlanc, president of the National Education Association-affiliated union, describes Joseph's tenure as a "reign of terror." The latest administrative reshuffling is another example of retribution, with the president removing those who don't march with her in lockstep, he said.

"There are concerned people at this point across the entire state," said LeBlanc, president of the Massachusetts Community College Council. "They just want the trustees to do their job and get rid of her."

### President Retains Key Support

While Joseph describes the criticism in Bellinger's letter as isolated, the former provost's words have a familiar ring to them. In late 2007, faculty voted no confidence in Joseph, blaming her for creating a "divisive and distrustful atmosphere" on campus and causing "institutional chaos."

Despite such public rancor over the president, Joseph has retained important pockets of support. She maintains the back-

ing of Jonathan Bower, chairman of the college's board of trustees.

"I would say that as a board, different individuals are supportive or less so," Bower said in an interview Saturday. "But as a board as a whole, we continue to support the president, yes."

Bower further asserted that there may have been legitimate reasons for the latest restructuring.

"We are not pleased that matters have come to this point, but as you can imagine there are two sides to every story," he said. "The president's side cannot be made public; it would be inappropriate to discuss the specific personnel issues that have led the president to make her decision."

Joseph has made sweeping changes before. She previously forced all existing deans and associate deans to re-apply for their jobs. None of them did.

"Whether [they didn't apply] because they did not believe that they would be selected by a search committee and the president, or because they felt that she was forcing them out, is still a matter of debate on campus," Bower explained in an e-mail.

### Trustee Vote Tabled

Joseph's rocky tenure reached a critical point last month, when trustees were slated to vote on a resolution of support for her. The resolution, which was tabled, would have created an official tally of supporters and detractors on what many describe as a divided board.

Bower says the resolution was tabled because trustees had not finished a formal

Continued on page 2

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# Celebrating the Fourth with The NEA



Donnie McGee,  
SAC Chair &  
MCCC Vice President

nearly 10,000 other educators and their 9,000 guests from across the nation to celebrate the NEA mission to support quality education for every student. Delegates enacted initiatives to move our agenda forward and elected association

Twenty-two MCCC faculty and professional staff gathered in Washington, DC, this July to participate in NEA's 146<sup>th</sup> Annual Meeting and 87<sup>th</sup> Representative Assembly.

Traveling by train, plane, and automobile, we joined

leaders who would ensure that our education agenda would be addressed.

It is appropriate that this assembly met in our nation's capital. As we visited the Lincoln, Jefferson, and Roosevelt memorials, we were reminded of the values of freedom and democracy that are fundamental to both our nation's greatness and our own NEA mission. This association with its 3.2 million members is the largest professional employee organization in the world; its RA is the world's largest deliberative, democratic body. In an election year it is fitting that each of us came to DC to re-commit ourselves to these core values and support leaders – both in our association and beyond, who would work hard to implement our agenda.

NEA President Reg Weaver, presiding before his last NEA assembly, indicated that educators, like many Americans, are ready for change and ready to push for the

resources needed to support quality public education. Weaver emphasized that "creating great public schools ... is a shared responsibility." He added that we need to elect a president in November "who understands that the strength of our country, the vitality of our economy, and the health of our democracy depend on quality public schools." The NEA assembly proceeded to endorse Barack Obama, who, in Reg Weaver's words, is "a friend of education" who will "get this country back on track."

At 8:26 pm on July 6, the NEA RA proceedings for 2008 came to a close. Educators had endorsed an education agenda that would effectively serve our students, colleagues, and communities. The PAC had raised \$1,841,193 for the NEA fund for Children and Public Education to ensure that our voices would be heard. The adopting of three new business items also ensured that passage of the Social Security

Fairness Act would be a top NEA priority in the year ahead. The commitment to students and democracy that this body exemplified was certainly impressive, as was the presence of our very active and articulate MCCC attendees.

Next year's NEA annual meeting will be held in San Diego, but much work needs to be done this fall if we are to elect a president and legislators who will support this education agenda. As I left the convention and our nation's capital I was reminded of Franklin D. Roosevelt's words: "The test of our progress is not whether we provide more to the abundance of those who have much; it is whether we provide enough for those who have too little." With this emphasis in mind, this year's delegates and many of our colleagues will be campaigning this fall to ensure that public education receives the resources necessary to serve all students effectively. ■

## NEA 146<sup>th</sup> Annual Meeting and 87<sup>th</sup> Representative Assembly



Some of the MCCC delegate to the NEA-RA met in the hotel lobby. From left, Back row - Jerry Lepage and Chris Hoeth. Middle: Donnie McGee, Pam Donahue, Gail Guarino, Ken Takvorian, Brenda Carroll, Susan Dole, Joe O'Neill. Front: Andria Schworz, Sharon Gillies, Bob Gillies.



Tiffany Magnolia speaks in favor of a higher education motion at the NEA-RA. (Photo by Andria Schworz)

## 'Reign of Terror'...

Continued from Page 1

evaluation of the president, which would have been appropriate to complete before the support resolution came forward.

But the back-story of how the resolution ultimately reached the board's agenda illustrates the peculiar power play between Bower and Joseph, according to Connolly, who was recently forced out of her position as presidential assistant. According to Connolly, the first draft of the "support" agenda item called for a discussion of the possible "termination" of the president. Joseph responded with outrage, calling Bower and berating him, according to Connolly, who says she was in an adjacent office when the call took place.

"She saw that, called him and screamed at him so loud that you could hear her down the hallway with her white noise [machine] running," Connolly recalls.

Joseph and Bower both concur that the agenda was changed, although they don't describe their conversation as contentious.

By changing the resolution into a statement of support – and removing language about termination—the board's view of the president's leadership could still be sufficiently conveyed, Bower said. If the majority of the board didn't vote for the support resolution, it would have sent the message that the president wasn't going to last, Bower said.

While Joseph has her critics, she has supporters beyond a few trustees. Tom Parsons, a professor of economics at the col-

lege, says the president is taking heat for shaking things up, often where they need shaking. Prior to her tenure, the college was top heavy with administrators – and faculty hiring was put on pause, he said.

"There has been a steady progression of eliminating administrative positions and hiring full-time faculty with those funds," he said.

Insufficient staffing levels of both administrators and faculty were at the heart of concerns raised by state regulatory officials who looked into the college's nursing program. The Board of Registration in Nursing said it had "grave concerns" about the college's ability to run an effective program. The college has since addressed those concerns, and now has a "clean bill of health," Bower said.

But the board made serious allegations, including the charge that then-Provost Steve Berrien had tampered with nursing students' grades. Berrien, who was hired by Joseph in 2007, disputed that he'd tampered with grades, according to *The Boston Globe*. He resigned, however, a little more than a year after he was appointed. His resignation, which Bower attributed to "personal reasons," is among several transitions in the provost's office during Joseph's tenure that have contributed to instability throughout the college, according to some.

An as-yet-unnamed candidate has accepted an offer to take over as the college's

new provost, according to university officials. When he or she is appointed, it will mark the sixth transition within the provost's office since Joseph took the helm a little more than three years ago.

### Race Allegation Leads to New Complaint

The search for a permanent provost within the college has, in and of itself, become a source of controversy. Bellinger, who was appointed interim provost in January, was a candidate for the permanent post. So too was Derrick Manns, who is now assistant provost for the college. According to Bellinger, Joseph, who is Haitian, made a racially insensitive comment about the candidacy of Manns, who is black.

"She believed that the institution could not handle two people of color in the higher administration, meaning the president and

provost positions," said Bellinger, who is white.

"That, to me, was personally unacceptable."

Bellinger said, however, that she wanted to be considered a candidate for the permanent provost's position, if Berotte Joseph were no longer the president.

Manns, who declined to comment, has filed a formal complaint with the Massachusetts Commission Against Discrimination, according to several sources interviewed for this story.

Joseph denies making the comments about Manns' race, but acknowledged a complaint was filed.

"How could I as a person of color make those kinds of statements," she said. "It's ludicrous." ■

## Know Your Day Contract

### September 2008

**Sept. 2** Earliest classes may begin (p.44).

**Sept. 5** Faculty office hours must be posted (p.44).

**Sept. 9** Course materials (Form XIII-E2) for Fall 2008 must be distributed to students and submitted to supervisor before end of drop/add period (p. 49).

**Sept. 15** Unit members receive notice of accumulated sick days (p 20).

**N.B.** Dates may vary depending on the first day of classes. Most of these dates are "last date" standards

# Harnessing The Power of Our Collective Wisdom



Joe LeBlanc,  
MCCC President

The stereotype of the lonely scientist laboring away in obscurity until that “Ureka!” moment and world-wide fame is mostly false. Scientists usually work on problems in groups and solve problems by working together.

In The Wisdom of Crowds New Yorker columnist James Surowiecki argues for harnessing this force - the power of our “collective intelligence” - to solve our problems.

In one example, Surowiecki cites Who Wants to Be a Millionaire, a television game show where group intelligence proves superior to individual intelligence every week. When stumped by a question, contestants can have two of the four possible answers removed (50 percent accuracy), call a smart individual friend (65 percent) or trust in the wisdom of the group by asking the audience, which answers correctly 91 percent of the time.

Of course, running any organization - a family, a team, a company, a government or even a union - by trusting in the ability of the many to solve problems isn't easy.

There are plenty of potential pitfalls and wise organizations plan accordingly.

**Cognition:** These problems or questions have a definitive solution. Who will win the World Series this year? How many widgets will Company X sell this year? How much state funding will our colleges receive in FY '09? These questions will eventually be answered more or less by Las Vegas bookmakers and bettors, managers and other employees, and committee chairs and other legislators respectively.

**Coordination:** For groups to work well, members must “coordinate their behavior with each other, knowing that everyone else is trying to do the same.” Surowiecki provides examples of how buyers and sellers eventually agreeing on a fair price in the marketplace and how it is possible most of the time to drive safely (though not efficiently) in heavy traffic. We could add labor-management challenges like contract negotiations, grievance processing, and hundreds of other union problems that we face each year.

**Cooperation:** These problems face “the challenge of getting self-interested and sometimes distrustful people to work together even when narrow self-interest would seem to dictate that no individual should take part.” Surowiecki points to taxes - no one wants to pay them yet most of us do - and the process of agreeing on reasonable pay as two problems that require cooperation.

Smart organizations foster and harness the power of diversity, independence and decentralized thinking. Groups are capable of good and bad decision-making. Surowiecki argues that our “best collective decisions are the product of disagreement and contest, not consensus or compromise” adding that it is important “to aggregate and produce collective judgments that represent not what any one person in the group thinks but rather, in some sense, what they all think.”

To be smart, individuals in the group must be diverse and think and act independently. This diversity is seen everyday in the marketplace. Companies introduce new products/ideas all the time. The most successful companies and organizations generate a diverse assortment of winners and losers. Smart companies recognize the losers quickly and take them out of the marketplace.

Surowiecki cautions against group thinking and our tendency to conform. He cites a social science experiment from the 1960's where a person on a street corner stares up at the sky for 60 seconds and a few people notice. With five men looking upward, a few more pedestrians stop and notice. With 15 men at the same corner, 45 percent of passersby stop. Such behavior is understandable, but it can become counter-productive if too many people adopt an unwise strategy of buying tech stock or

second homes right before the bubble bursts.

Surowiecki also cautions against relying too much on experts when a better, wiser decision would use the collective wisdom of a larger group. He argues for “intelligent imitation” in these cases. This “depends on a couple of things: first, an initially wide array of options and information; and, second, the willingness of at least some people to put their own judgment ahead of the group's even when it's not sensible to do so.”

As union members, we face difficult problems and strive to make wise decisions all the time. Often, it's tempting to rely on an expert or kick the problem upstairs to the MTA or the NEA or just throw up our hands and blame someone else - union officers, for instance - for our problems.

Working together and tapping our collective wisdom is difficult, sometimes frustrating, time consuming, but ultimately critical to the health of our organization. Getting started is easy. Volunteer to serve on a committee, for instance. If you don't see one that interests you on back page of this newsletter, suggest an ad hoc committee to address a problem. Run for a local or statewide office. Show a new member around campus. Our union will be better and stronger with your input and participation.

Together we can use our collective wisdom and talents to make a difference. ■

## Your Newsletter – Presenting All Sides of The Critical Issues



Don Williams,  
MCCC Communications  
Coordinator

As the editor of the *MCCC News*, I try to present the important events and issues facing the union. I write the unsigned articles, which are intended to reflect the positions of the union. With input from the Executive Committee and Editorial Review Board, the articles, informational postings, and internal advertisements are selected and edited.

Although this is the official publication of the MCCC, and it is intended to express the union's positions, it is also meant to serve the members. Member input in the form of letters and guest columns are welcomed.

Members may not be aware that our publication goes out to about 6400 full- and part-time unit members. These are both agency fee payers and union members. It is also sent to another 250 influential people - most significantly all of the state legislators both to their offices and their homes. But it also goes to all of the 15 community college presidents, members of the BHE and the governor.

In this issue we have reprinted an article about the situation at Mass Bay Community College from *Inside Higher Ed*. For over a year and a half there has been controversy at this college. There are problems between the administration and the union, and there are problems within the administration.

These have been touchy issues, and while we have written about them previously in the *MCCC News*, reprinting the comprehensive article from a disinterested third party, that has no particular

agenda, seemed a good way to show the full scope of the problems at that troubled campus.

The MCCC, especially President Joe LeBlanc and our MTA Consultants Katie D'Urso and Miles Stern, have spent countless hours working to resolve the conflicts. The chapter leaders have faced incredible stress as they persevered to maintain the contractual rights of the members. While it is a crucial union function to do this, it gives none of us pleasure to see it come to such conflict.

That the situation at Mass Bay has gone from local to national attention is unfortunate. It is certainly an embarrassment to our community college system. Some

people have blamed the union for this, but looking at the other 14 campuses there is relatively little conflict. The union membership is diverse but relatively similar from campus to campus. And none of the colleges have the kind of revolving door of administration positions that has been seen at Mass Bay.

I would urge our readers to go to the link at the end of the *Inside Higher Ed* article and read the comments attached. There are some from local sources and others from around the nation. ■

Donald R. Williams, Jr.  
Editor,  
*MCCC News*

## Your PAC Needs Your Help

The MCCC Political Action Committee - MCCC PAC - has been very effective over the past few years in advancing the issues of community college faculty and staff on Beacon Hill.

But political stature does not come without cost. Your PAC has made many contributions in the current election cycle, and it is important for all members to give their financial support, so that the PAC can continue to support you.

In this election year, the PAC has been very active and it is important that the resources are kept at a level sufficient to fulfill its mission.

Upcoming legislative issues of importance include:

- Securing increased funding for community colleges
- Reforming Optional Retirement Plan for full-time faculty
- Passing part-time employee pension benefits
- Passing part-time employee health insurance benefits
- Supporting legislators in an election year who are committed to funding public higher education

Individual members and MCCC chapters can contribute up to \$500 annually.

Thank You,  
Thelma Halberstadt and Frank Leary, PAC Co-chairs and retired faculty.

Send your checks payable to the “MCCC PAC” to  
MCCC Political Action Committee,  
27 Mechanic Street, Suite 104, Worcester, MA 01608



Roxbury Community College adjuncts meet with MCCC President Joe LeBlanc and DCE Bargaining Team member Betsy Smith recently to discuss DCE bargaining and other adjunct issues. The meeting was funded in part with an NEA higher education organizing grant. Other initiatives supported by the grant include the Adjunct Ad Hoc committee and the new Emerging Chapter Leaders Organizing Program.

# MCCC VACANCIES

## Part-time/Adjunct At-Large Directors

As established by a bylaws change at the Delegate Assembly, there are two new directors added to the Board of Directors to represent DCE adjunct faculty at-large. In the future these positions will be elected by the membership of the unit during the annual MCCC elections in March.

For this first year these two directors will be appointed by the Board of Directors at the Sept. 26 meeting.

### Responsibilities

Within provisions of the Bylaws, and policies established and actions ordered by the Delegate Assembly, the Board of Directors shall be responsible for the management of the Council.

The Board meets the third Friday of each month from August through June at the MCCC office in Worcester. The meetings normally begin at 10:30 am and conclude by 5 pm. Lunch is provided and travel expenses are reimbursed at IRS rates.

## Day Negotiating Team

Day unit members are invited to apply to serve on the next Day Bargaining Team. The current Day contract expires June 30, 2009.

The team is composed of the MCCC President and Vice-President, as ex officio members, and a minimum of five members of the Day unit that are appointed by the Board of Directors. The team is responsible for negotiating with the employer on behalf of the Council and the Day unit on all matters relating to hours, wages, and working conditions. The team's term of office ends upon the expiration date of an agreement or the formation of a new team.

### Commitment

Applicants should understand that membership on a team constitutes a large time and energy commitment, a commitment to training, a commitment to serving the team as required as chair, vice chair, secretary or member at large, and in any other related way as required to serve MCCC members.

### To Apply

Day unit members interested in applying should submit a cover letter and résumé to the MCCC office. The following information should be addressed in these materials. Be sure to include contact information, including an email address.

1. Union experience at chapter level, statewide level, or in other systems
2. Academic background
3. Bargaining experience
4. Knowledge and understanding of labor relations
5. Reasons for wishing to serve.

## MCCC Committees

### Finance Committee

*Composition:* MCCC Treasurer and 5 members: Sept. 1 of appointment year for a two-year term.

*Responsibilities:* Prepare a budget, recommend dues, administer and maintain financial policies, monitor fiscal affairs.

### Personnel Committee

*Composition:* 5 members; Sept. 1 of appointment year for a two-year term. *Responsibilities:* Prepare and revise job descriptions, evaluations, salaries, and administer and recommend personnel policies.

### Bylaws and Rules Committee

*Composition:* 5 members: Sept. 1 of appointment year for a two-year term. *Responsibilities:* Review proposed amendments to the Bylaws and Rules.

### Editorial Review Board

*Composition:* 3 members; Communications Coordinator (chair), President or designee, and a campus newsletter editor.

*Responsibilities:* Recommend policies and guidelines for the Newsletter and all MCCC publications. Review content of each Newsletter. Assist the Communications Coordinator to develop new ideas, techniques, etc. for the Newsletter and other MCCC publications.

### Statewide Implementation Committee on Distance Education

*Composition:* 3 unit members; Contractually mandated.

*Responsibilities:* Discuss and develop an evaluation instrument for distance education courses, and address the Higher Education Collaborative Distance Learning Honors Course Project and any other distance education programs now in progress.

### Joint Study Committee

*Composition:* President and 3 full-time unit members; Contractually mandated.

*Responsibilities:* Meet with the employer and try to resolve labor/management issues.

**If you are interested in any of these positions or have any questions, contact MCCC President Joe LeBlanc at [President@mccc-union.org](mailto:President@mccc-union.org). Applications due by August 29. ■**

# Phil Kennedy Departs MCCC

Phil Kennedy, who for eight years has been the Operations Manager at the MCCC office in Worcester, tendered his resignation in June. He will be moving with his wife to Michigan so that they can be closer to their grandchildren.

An Oxford resident, Kennedy was a key asset to the union as it grew and developed into a more professionally run organization. Hired in Sept. 2000 as the second MCCC employee he began at the first rented office in Auburn. He was very instrumental in the move to the office space the union owns in downtown Worcester.

Before joining the MCCC he had retired from state service where he had held administrative positions at Boston and then Westfield State Colleges. This experience gave him tremendous insight into how the system worked.

Working first with Treasurer Estella Carrion and now Phil Mahler, Kennedy oversaw the day to day operation of the office and the two other employees, Meg Kennedy (no relation) and Edy Stoddard. He was also the go-to person when things needed to get done.

One case in point was the forming of the MCCC Political Action Committee. A number of people had suggested that the union

form a political action committee to help establish a greater presence in the legislative arena. State law prohibits state employees from engaging in political fundraising for state offices. State employees may make donations themselves and may engage in lobbying activities.

Kennedy stepped up to do much of the work to set up the MCCC PAC and has served as its treasurer. Retired MCCC members Frank Leary and Thelma Halberstadt serve as the PAC Co-chairs. Along with them, Kennedy could be seen at the annual Delegate Assembly soliciting donations from members—something current members cannot do.

At the June meeting of the MCCC Board of Directors' meeting, President Joe LeBlanc presented Kennedy with a commemorative plaque and clock to honor Kennedy's service to the union. LeBlanc praised Kennedy's work and contribution to the union. Treasurer Phil Mahler added his own kudos, noting how much he appre-



*Departing MCCC office manager Phil Kennedy (left) receives a plaque from President Joe LeBlanc to recognize his years of service to the union.*

(Photo by Don Williams)

ciated Kennedy's work in the office, which most directly supports the treasurer's responsibilities.

Mahler reported to the board that a position has been posted, and that he and the Personnel Committee were in the process of hiring someone new. However that person would not have the same job title as Kennedy. The assignments of the office personnel will be restructured to reflect their strengths, and the treasurer will be taking a more active management role.

Kennedy said, "Everyone is replaceable." And while the union will find a way to get the work done, it is hard to see how anyone could fill Kennedy's shoes. It could be said that he was the right person for the time. His combination of abilities and experience were invaluable as the MCCC grew into the more structured organization that it is today. ■



## MCCC News

<http://mccc-union.org>

### Editor:

Donald R. Williams, Jr.

### President:

Joseph LeBlanc

### Vice President:

Donnie McGee

### Secretary:

Gail Guarino

### Treasurer:

Phil Mahler

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)

## MCCC Meetings Calendar 2008-2009

YEAR	MONTH	EXECUTIVE COMMITTEE	OTHER	BOARD OF DIRECTORS
2008	AUGUST	13-14	Will'town 3-7	29
2008	SEPTEMBER	5		19
2008	OCTOBER	3	Fall Conference 6	17
2008	NOVEMBER	7		21
2008	DECEMBER	5		19*
2009	JANUARY	5		23
2009	FEBRUARY	6		20
2009	MARCH	6		27
2009	APRIL	3	Del. Assy. 25	17
2009	MAY	8	MTA 1-2	15
2009	JUNE	5		19
2009	JULY		NEA-RA 1-6	

\* meeting will be held only if necessary