

# MCCC News



208

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## Strategic Directions Initiative to be Rolled Out at Delegate Assembly

For well over a year, the MCCC Executive Committee has been working with MTA staff members on a process to redirect the union's focus. Recognizing that the organization and the environment it exists in have been changing, the MCCC came to realize that it needed new strategies to improve its effectiveness.

This realization has not occurred in a vacuum. It has been going on inside unions throughout the nation, and MTA has been doing its own internal restructuring to address the issue. Over the past two years MTA has put people in place and set up structures to encourage and support grassroots reorganizing within its local affiliates.

MTA has been moving away from the "service model," a model that Richard Sanders, the new Director of Affiliate Services has called "Contracts R Us," where the union tells its members that the union will take care of everything for them. The new focus is on "organizing."

This is not the traditional meaning of organizing non-unionized employees, but it is the ongoing effort of organizing union members towards objectives. The ultimate result of this is having all union members working towards common goals.

After months of preliminary discussions the MCCC kicked off its Strategic Directions Initiative with a two-day retreat Jan. 25-26. Over 30 members from almost every chapter attended, and, led by MTA staff, they participated in a number of activities designed to elicit a variety of opinions and then focus them into a strategy for the future.

Key to this process was a discussion of the core values that members share. The Union has changed significantly since its establishment over 30 years ago. And while it has made many important changes in how it operates, it has not engaged in the kind of



MTA consultant Michelle Gallagher leads an activity at the Jan. 25-26 Strategic Directions Retreat.

group introspection that occurred at the retreat.

Historically, the MCCC was formed when the Commonwealth passed laws in the early 1970s allowing state employees to unionize. After years without raises and having working conditions that were subject to arbitrary actions by management, a dedicated group of activists from across the state got together and formed the MCCC in 1974.

For years the union's leadership came from this passionate group, but many have retired and almost none serve in leadership positions today. In fact, few members remain who were employed at the colleges in the pre-union days. Now almost half of MCCC's full-time members have less than ten years of seniority.

With a small group of change agents now trained, the union has plans to bring the process out to the wider membership. First, there will be a Strategic Directions presentation at the Delegate Assembly on April 28. This will be followed up by a more intensive activity at the MTA Summer Conference at Williamstown. Then there will be more activities at the Annual Fall Meeting in September.

There is no end result to the organizing model. There is no point where the Union can stop asking the key questions of what it believes in, what it wants and what it can do to achieve its goals. But a key precept is that the union is the members, and the members must drive the agenda. The real strength is the members. ■

### Annual MCCC Delegate Assembly April 28, 2007

Crowne Plaza Worcester  
10 Lincoln Square  
Worcester, MA 01608  
Phone: (508) 791-1600

Delegates will also receive a Delegate Packet, with reports and the proposed budget at least one week before the meeting.

Chapters are allotted one delegate for every 10 members. The MCCC Bylaws state that "each chapter shall elect its own delegates." Chapters should begin electing delegates to ensure full representation of the membership.

#### DIRECTIONS

**From Mass Pike** take Exit 10 to Route 290E, take Exit 17-Rt9. Take a left at top of exit. At 2<sup>nd</sup> set of lights at bottom of the hill, go left onto Worcester Center Blvd. Hotel is on the right.

**From Route 495** take Exit 25B, Route 290W. Take Exit 18-Rt9. Turn right at Lincoln Square/Worcester Center Blvd. Hotel is on the right. ■

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## CCSSE: Community College Survey of Student Engagement

Coming soon to a campus near you—CCSSE. That is the Community College Survey of Student Engagement. It is an instrument used nationally to measure how, and to what extent, students are involved with their peers, their colleges and their studies. All 15 Massachusetts Community Colleges have decided to administer the CCSSE this year.

Most of the colleges in our system have conducted student surveys. These surveys have come from different vendors or have been produced in-house. Three, Cape Cod, Greenfield and Mt. Wachusett, have used the CCSSE in the past. But this will be the first time that all 15 colleges have used the same survey—one that focuses on student engagement.

For several years the colleges have discussed the use of standardized student engagement surveys and the merit of all using the same survey. After extensive study, the colleges have agreed to all use the CCSSE instrument. Although this was not prompted by recent news coverage of graduation rates, Jan Motta, Director of The Massachusetts Community College Executive Office, called the coincidence of the timing of this decision "fortuitous."

Studies have shown a strong correlation between student engagement and graduation rates. Given that community college students are different from 4-year college students, it is valuable that this survey is specifically designed for and administered at community colleges. Noting that our

students attend for a variety of reasons and in a variety of ways, Motta says, "It is a challenge trying to find out how to engage community college students. The survey will help determine where we are currently and where we can improve."

The Union has entered into an agreement with the colleges to allow them to conduct the surveys during class time with the following conditions:

- The survey is not intended to be and will not be used to evaluate individual faculty members.
- The student survey is a predetermined sample, but faculty may opt out.
- Proctoring of the student survey will be handled on a campus by campus

Continued on Page 4

MCCC Newsletter  
27 Mechanic Street, Suite 104  
Worcester, MA 01608-2402

# PHENOM: Standing Up for Colleges in Crisis



Donnie McGee,  
SAC Chair &  
MCCC Vice President

On March 22, students and educators from campuses across the state joined with legislators at the State House for the founding convention of the Public Higher Education Network of Massachusetts (PHENOM).

The coalition was assembled to promote quality, affordable public higher education for everyone in this Commonwealth. A key lobbying emphasis that day was on the severe and chronic under-funding that has plagued public higher education for more than a decade. The state's neglect has created an education crisis: From the Cape to the Berkshires our 29 public colleges and universities are struggling to serve students and communities effectively.

We know the headlines: A \$400 million dollar gap exists between what campuses are allocated and what they need in state support for public higher education. Massachusetts spends more on its prisons than on its colleges and universities. The state spends less per capita on its higher education system than any other state in the nation, barring New Hamp-

shire. Such headlines are noteworthy, but more important to note are the serious consequences of the state's diminished support for these campuses.

Educators and students know these consequences all too well. At community colleges, classroom space is inadequate; technology updates, needed; and buildings, in disrepair. Honor roll students wait years for admission to allied health programs or transfer because our institutions can't accommodate them. Adjuncts have replaced full-time faculty at alarming rates, some with no health insurance and no retirement safety net. And no reliable or adequate funding mechanism exists for public higher education. Student fees have drastically increased over the past decade to account for such funding deficiencies.

We also know the grim realities: The state has a \$1.3 billion dollar structural deficit. Dollars are few, and competing needs, many. For more than a decade, the corporate business community has had special tax treatment in this state. Though Governor Patrick wants to close these loopholes to balance the budget and create a more just tax base, his recent House 1 budget fails to address the \$400 M needed by our colleges and universities over the next 7 years. Our campuses will continue to struggle without such support.

PHENOM has pledged to advocate for the state's 29 campuses. Educators and students have united to tell the stories that

make real the consequences of this funding gap. Our communities, our neighbors, and our legislators need to be reminded of the countless ways our institutions enable students to navigate better the workplace, the community, and their personal lives. We need to highlight how public higher education serves the Commonwealth, while underscoring the serious consequences of this under-funding crisis.

But we must do more than tell our stories. Most would agree that education is a worthwhile investment and more funding is needed for our colleges and universities. Beyond this talk, we need real solutions. Educators and students must strategize with legislators and the Governor to resolve the long-term revenue crisis if we expect adequate state support for public higher education to become reality. We need to debunk the myths about taxes in Massachusetts and acknowledge that its structural budget woes stem largely from numerous tax cuts granted in the 90's. The state's chronic deficit has been maintained by unfounded beliefs that Massachusetts taxes are excessive and that broadening the corporate tax base will stunt the economy.

Such points are supported by recent studies, one conducted by the consulting firm of Ernst & Young for the Council on State Taxation (COST), a trade association representing 550 multi-state and multi-national corporations. According to the Massachusetts Budget and Policy Center

(MBPC), "[t]he study determined that, in Fiscal Year 2005, businesses in 46 states paid a greater percentage of state and local taxes than they did in Massachusetts."

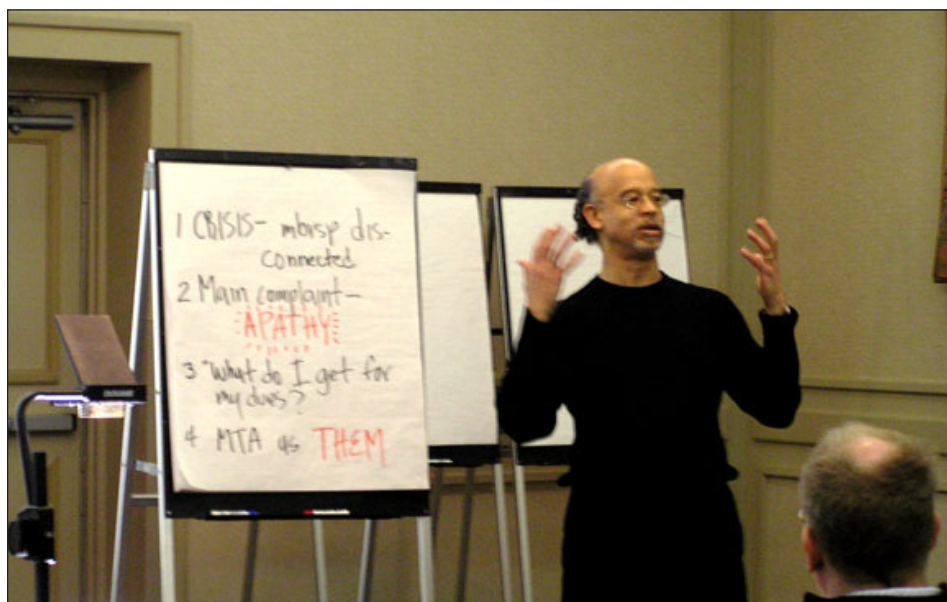
If the state's structural deficit continues, adequate funding of public higher education may never come to fruition. As long as revenues are insufficient to fund the needs of the Commonwealth, public higher education will remain under-funded and in crisis. Attention must be paid to both the causes and the consequences of this dilemma.

The PHENOM coalition is founded on the belief that affordable, quality education is a fundamental right for everyone in this state. This emphasis, so crucial to our democracy, can only be realized with drastically increased funding to the state's colleges and universities. Coalition members are committed to preserving this right and to standing up for a public higher education system that is in serious jeopardy. Please sign the PHENOM pledge cards that will be distributed through SAC and chapter leaders. Pledge to support public higher education. Ask students to do the same.

On April 25<sup>th</sup>, please join PHENOM members at a State House Lobby Day to address the crises on all our campuses. Our colleges and universities are struggling to survive. It is time that all of us work together with our students, the Governor and Legislators to put our institutions back on track. Your support is crucial to the mission and the integrity of public higher education in Massachusetts. ■



As participants put up post-its of issues facing the Union at the Strategic Directions Retreat, Claudine Barnes from Cape Cod, bottom left, talks with a member off camera while Dennis Fitzgerald, center, discusses an issue with Elena Natalizia from Mt. Wachusett.



MTA consultant George Luse makes a presentation on organizing principles at the Strategic Directions Retreat.

## Communications Coordinator Posting

MCCC personnel policy dictates that the position of communications coordinator be opened up for applications in the first three appointments of an appointee regardless of whether or not the existing coordinator plans to continue.

### Position Description

The Communications Coordinator oversees and coordinates internal and external communications of the Council, reports on events and activities related to the Council and its members, and publicizes activities of the Council.

### This Coordinator

- publishes at least nine monthly issues of the newsletter of the organization per year,
- creates pamphlets, flyers, etc., for the MCCC as necessary,
- attends the meetings of the MCCC Board of Directors and Executive Committee and other events,
- encourages and assists chapter newsletter coordinators, including offering training opportunities.

### Qualifications

A candidate must possess strong writing and speaking skills, must be a team player, and must be proficient

in common media-related computer applications. A candidate must provide evidence of writing, editing, and word processing and other print production skills, must be familiar with the journalistic process from writing to printing stages, must demonstrate effective skills in the areas of interpersonal and public relations. Desirable qualities include knowledge of and experience with desktop publishing and public relations experience.

### MCCC Support

An initial appointment is for two years. A beginning stipend of approximately \$8,298 is provided, and, if a full-time MCCC member, two sections of reassigned time are available. **Application Process:** Applicants for this position should send a letter of application and résumé to:

Communications Coordinator  
Position Application  
MCCC  
27 Mechanic Street  
Worcester, MA 01608-2402

Applications must be postmarked no later than May 1, 2007. As a minimum the application materials should address the qualifications listed above. ■

# Adjuncts, Union are Asking for a Fair Shake on Health Insurance



Joe LeBlanc,  
MCCC President

Health care bills have been filed again. The best of the lot, sponsored by Sen. Steve Tolman, D-Brighton, and Rep. Frank Hynes, D-Marshfield, would create a single payer system like those used in

every industrialized country except the United States.

Another bill would mandate that insurance companies use the same billing systems. A third would allow communities to purchase health insurance plans through the Group Insurance Commission. A bill filed by Sen. Mark Montigny, D-New Bedford, would allow state agencies and others to purchase drugs in bulk to cut costs.

Legislation filed by Sen. Pat Jehlen, D-Somerville, would require that a certain percentage of premiums actually be spent on front line health care services.

Thanks to Sen. Richard Moore, D-Worcester and Norfolk, our adjuncts are in the legislative mix, once gain. A much-loved but as-yet-to-be-enacted bill would provide adjuncts who teach four or more courses per academic year to qualify for the same GIC health insurance plan that my family receives.

Yes, that's right. That's the adjunct who works across the hall from me. The adjunct with the same qualifications. The adjunct who often works a full-time course load or more. The adjunct who has worked at my college for 5 or 10 or 15 years. The adjunct who supports my college and our students by teaching a seemingly unlimited number of classes at a rate of \$3,000 or less per course.

The situation for our adjuncts is dire. More than 100 community college adjuncts teach 10 or more courses per year – the

same load as their full-time colleagues—yet they do not qualify for health insurance.

With the help of more than 100 adjunct activists, our union pushed the issue in the last legislative session. For the first time ever, after moving testimony by adjunct community college faculty Cynthia Duda, Fred Miller and Shelly Stoll, the bill moved out of the Public Service Committee with a favorable recommendation.

For the first time ever, we surveyed our adjuncts about this issue. We discovered that only a few hundred adjuncts in our public higher education system would take the plan if it were offered. With the assistance of legislative analysts, we discovered the bill would cost about \$9.4 million. Late in the session, the Joint Committee on Health Care Financing gave the bill a favorable recommendation and moved it to Senate Ways and Means. There it died.

We haven't given up. My adjunct health insurance email folder is filled with nearly 500 messages, some of which are worth noting. Asked to support the bill, one state

senator said, "These people should have full-time positions with benefits." This is true, of course, but unlikely to happen anytime soon. The Governor's House I budget proposes a 1 percent increase in community college budgets, an amount that will not allow colleges to hire additional full-time faculty. In FY07, adjunct faculty outnumber full-time faculty by a 3-to-1 ratio.

Another senator said, "I am hoping that the new health insurance reform (law) adopted this year will address this problem. If it doesn't I will surely support this bill as our goal is to get everyone covered one way or another!"

About the new law, a veteran adjunct from Northern Essex CC and UMass-Lowell says, "The new legislation (mandatory health insurance law) that goes into effect in July is going to kill me."

Kill him indeed. The Commonwealth's overuse of adjunct faculty in our public colleges is bad enough and an abuse of talent. It's time to at least provide them with the basic human right of affordable health care. ■

## Expressions Of Optimism, Doubts About Affordability Greet New Health Plans

[This article from The State House News Service gives a good overview of the debate going on about the state's new health insurance plan. As with all residents of the state, the plan will require MCCC adjunct faculty who do not have health insurance to participate in this program. For a more detailed description of the proposed plans, the WBUR website has a breakdown of the providers, policies and costs at <http://www.blogs.wbur.org/commonhealth> ]

By Priscilla Yeon, STATE HOUSE NEWS SERVICE

**BOSTON, MARCH 8, 2007**.....A state authority is calling its seal of approval on a series of new insurance plans targeted at the uninsured "a hallmark of affordability and choice," but health care activists and at least one lawmaker said the approved plans are unaffordable and called on the state to exempt individuals who earn less than \$49,000 a year from a mandate to have insurance.

Early this morning, more than 100 members of the Greater Boston Interfaith Organization rallied at the State House, calling on government leaders to exempt those who earn 500 percent of the federal poverty level from the so-called "individual mandate" to obtain health insurance by July 1.

"Let's start there and not below," Rev. Hurmon Hamilton of the Roxbury Presbyterian Church.

Under the basic plans approved today, the average uninsured person would pay monthly premiums ranging from \$137 per month to \$288 per month, annual deductibles would run from \$0 to \$2,000, and out-of-pocket expenses would be capped at \$5,000 per year for individuals and \$10,000 per year for families.

Hamilton said while the new insurance plans may have low premiums, they also have "extraordinarily high" annual deductibles and out-of-pocket maximums to force "vulnerable families" to purchase expensive health insurance.

"The price is too high and will force our citizens into debt, there's got to be a more sensible and sociable way," said Hamilton.

The board of the new Connector Authority today approved commercial plans offered by seven insurance carriers; Blue Cross and Blue Shield of Massachusetts, ConnectiCare, Fallon Community Health Plan, Harvard Pilgrim Health Care, New England Health, Neighborhood Health Plan and Tufts Health Plan. The plans vary in cost-sharing and price but offer "comprehensive coverage."

At the basic level, co-pays for preventive care office visits will range from \$0 to \$35, all plans provide at least three preventive care visits for individuals and six for families before the deductible applies. Other office visits to doctors include co-pays ranging from \$24 to \$50. For surgeries, co-pays range from no charge after the deductible to \$150 to \$250 after the deduction.

"I think this marks a huge milestone in the implementation of health care," said Leslie Kirwan, chairwoman of the Connector board.

Lisa Kaplan Howe, consumer health policy coordinator of Health Care for All, said she is glad to see the range of plans the carriers and the

board negotiated in the past months but the types of plans need to be "meaningful" she said.

"We're obviously concerned about the cost-sharing," she said. Howe said the premium levels, which are divided by age bands, can be affordable up to a 37-year-old. "After that you see a jump."

Basic plans for people who are 56-year-old or older include monthly premiums ranging from \$271 to \$504.

Sen. Mark Montigny (D-Bedford), who co-authored the new health care reform law, said he is afraid the plans approved by the board today are expensive enough that would not attract enough subscribers to maintain premium costs.

"My fear is that the young and healthy will not be buying these health insurance," said Montigny. "I'm afraid the lack of affordability will diminish the number of people who will sign up."

He said since legislators started crafting the law, he stressed the need to pressure the special interest groups and business community to share responsibility of the new law.

"The lack of shared responsibility concerns me," he said.

Montigny said he worked with Health Care for All to file a bill this year that would increase a surcharge to business owners who have more than 11 employees and do not offer health care insurance. The surcharge now is \$295 per employee.

"\$295 that to me is an incentive for employers not to comply with law," he said. The new bill highlights a new assessment formula that would hold business owners, depending on the size of their workforce, responsible to higher surcharges.

The approved plans may need to be revisited, as the Connector board on March 20 plans to vote on minimum coverage standards. Some of the plans approved today do not feature prescription drug coverage while others do. If the board approves standards requiring drug coverage, then it will likely revisit the "seal of approval" it issued today to plans that don't cover prescriptions.

"We think the Connector Board should be commended for giving the citizens of the Commonwealth a wide-array of choices," said Marylou Buyse, a physician who is also president of the Massachusetts Association of Health Plans.

Buyse said the plans are "very affordable" and disagrees with the Interfaith organization's argument to exempt people from the mandate. "Exempting large groups of people will be detrimental to covering everyone else," she said.

During a press conference after the meeting, Kirwan said she would not want to speculate on the outcome of the March 20 meeting and whether the board would mandate prescription drug coverage.

"There is a lot of more work still to be done but this is a critical day in achieving both affordability and choice of health care products so we're very happy to have reached this milestone and to be able to offer such a range of affordable products to the people of Massachusetts," said Kirwan.

Kingsdale said the negotiations yielded in competitive bids and now the uninsured will have plans that cover "absolutely everything" or basic levels.

"Nobody needs and should go bankrupt because they step off a curb—God forbid—and get hit by a car and have all sort of medical expenditures," said Kingsdale.

Asked Kirwan about her thoughts in issuing waivers to people who cannot afford the proposed plans, she said: "There is an waiver provision that will be flushed out in the weeks and months to come. We're going to turn our attention to working with that as well as some other milestones in health care reform that are still in front of us. Those details have not been worked out but we understand there is a lot of interest and we'll be working very hard between the staff and the Connector board and hearing from outside groups on the affordability question and how to handle that."

Kingsdale said so far the mandate, which is slated to start in July, is still on schedule.

According to the Connector, once the board establishes minimum coverage, Massachusetts will become "the first state in the nation to limit annual deductibles for all insurance products."

After the meeting, Board member Charles Joffe-Halpern said the insurance companies were creative in coming up with a range of options for people. He said affordability is still a pending issue.

"None of us on the board wants to be punitive to people," he said. "At the same time we cannot lose sight of our goal which is to provide health security."

Joffe-Halpern said on March 20 he hopes the board agrees to mandate drug coverage.

Board member Celia Wcislo said she agrees that people who earn under \$49,000 are the ones who may struggle purchasing health insurance but said sweeping a "broad group of people" from the mandate is not the answer.

According to consumer advocacy group based in California, where a universal health care reform law is being considered, some of the

plans approved by the Connector rely heavily on co-insurance, which does not give consumer a clear coverage cost.

"These plans are proof that when private insurers can charge whatever they choose, and consumers must buy what they're selling, patients get the short end of the stick. It's a bonanza for insurers and a financial catastrophe for the consumer. Patients and families cannot afford to spend 30 percent of their income on health care. Even worse, nothing prevents these prices from going up in the future," said Carmen Balber, consumer advocate of the Foundation for Taxpayer and Consumer Rights.

Also during the meeting, the Connector board held an initial discussion on how to offer Commonwealth Choice plans to small business owners. According to Bob Carey, director of planning and development at the Connector Authority, Commonwealth Choice plans would be offered to small employers of 50 employees or less and to workers who are not eligible for subsidized health plans through their employer. Members have not agreed on the employer and employees' premium contributions. Kingsdale said he hopes to hold a meeting that could further discuss the topic in the near future.

As part of a regular update on the progress of enrolling individuals in state subsidized plans, called Commonwealth Care, officials said 52,045 people have been enrolled in Commonwealth Care as of March 1.

Connector officials also delivered a presentation summarizing the feedback they received from 120 participants during focus group meetings on Commonwealth Choice plans. Individuals said they would like to choose from three to four plans, cited affordability was a "key issue" and the premium cost was the main decision-driver for them in choosing a plan.

The board also heard a report on how the Connector is getting ready to start enrolling people in Commonwealth Choice plans. Rosemarie Day, deputy director and COO of the Connector, said health plan kick-off meetings, negotiating health plan contracts and developing an interactive voice-response system by March 28 were some of the goals for the month. In April, the Connector plans to deliver an interactive web site. According to Kingsdale in a press release, the "state-of-the-art" website will allow people to examine the benefits and prices of the new plans.

Board members stressed the need to also have a "personalized" Customer Care service in place to help educate people when choosing which plan type they would like to purchase. ■

## CCSEE...

Continued from Page 1

basis, but no faculty member will be required to proctor.

In the event that a college determines that it wants to participate in the faculty survey, it will be done on a voluntary basis and no individual identifiers will be used. The survey will not be used to evaluate individual faculty members.

The surveys will be scheduled for roughly 10 percent of a college's courses determined by the CCSSE personnel according to a very specific formula. The formula takes into account the various hours of the day and evening that courses are offered, the variety of subjects offered (liberal arts, business, medical, etc.), and the types of courses (didactic, laboratory, etc.). Schedules are also arranged to lessen the likelihood of an individual student taking the survey more than once.

It will take at least 30 minutes to conduct the survey in a class. The form is seven pages long, with 37 question areas. Most of these are single questions with between two and 6 bubbles to choose for a single answer. But eight of these areas have over 6 sub-questions with four bubbles each to choose an answer from. It is a significant task for students, and faculty should not announce to classes that it will be happening because students will be likely to avoid taking the survey. This would lessen the accuracy of the sample.

A faculty member can opt out if the survey has been scheduled for a class, but this will have to be done immediately upon notice of the schedule because, to adhere to the statistical model, the CCSSE administrator will have to find another class that conforms to the model.

That this survey is done nationally as well as system-wide should yield interesting data both in terms of how Massachusetts community colleges compare to the benchmarks from other states as well as how they compare to each other. Most colleges will be administering the survey on alternating years.

A wide variety of data is elicited from students, which will allow "disaggrega-

tion" to look at different variables and how they contribute to student participation. For example: are students in specific programs more or less engaged; or is there a difference in student engagement between students with children who use on-campus childcare versus those who don't.

Faculty and staff may raise the question "What is the definition of student engagement?" The CCSSE comes out of the Community College Leadership Program at The University of Texas at Austin. This is a group that has been lead by John Rouche and they are the people who confer the NISOD Awards that many MCCC members have received. This group has done significant work in improving the effectiveness of community colleges, but they do have an interest in promoting their particular vision of community college instruction.

Some questions relate to instructional methodology and course requirements such as whether class presentations, group projects or community-based projects are required. Others relate to their use of student services and participation in extracurricular activities. There are even some questions about their attitude towards the college administration. There are also questions about how much work students do for their classes and whether they have skipped classes or come to class unprepared.

The last half of the questions are all basically demographic, gathering information about how much college experience they and their parents have, how they are financing their education, what their grade average is. Questions about how much time students work at jobs or care for family members are also asked as well as the standard demographic questions of age, gender, race, marital and parental status, etc.

The final data is public information. How it will be shared with faculty and staff will be determined at the individual campuses. A Google search of CCSSE will not only yield information from the survey developers but will also show how some colleges in other states have reported out their survey results.

According to Motta, "Community college educators are wonderful story tellers. We have great anecdotal stories to tell, but we don't always have the data to back them up. This survey will help us communicate our stories better." ■



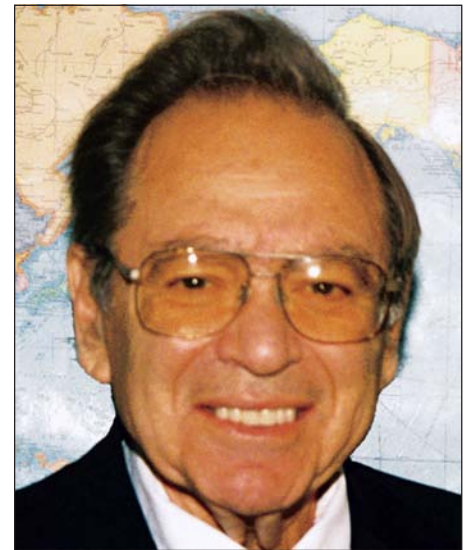
DCE Grievance Coordinator Joe Rizzo makes a presentation at the first of five cluster meetings that MCCC President Joe LeBlanc has scheduled for adjunct faculty. Meetings will be held for Boston area members at Roxbury CC on March 27, and for Southeast region members at Bristol CC on April 19. See the MCCC website for more information.

## Letter To The Editor

To the Editor:

I would like to see a regular column in the MCCC News written by adjuncts, discussing adjunct issues. Although we make up more than 2/3 of the union membership (in my department this semester we are teaching 70% of the courses), we only rarely see information in our union newsletter about the matters of concern to us, pay parity, job security, insurance, to name a few. A different adjunct could write the column each time, so that we could share a variety of perspectives. In the meantime, check out adjunctsma, a Yahoo group, and join in the conversation there.

Best,  
Betsy Smith  
Adjunct Professor of ESL  
Cape Cod Community College



Abe Sherf, MCCC Representative to the Health and Welfare Trust

## Report Your Dental Insurance Concerns

Anyone having concerns about the Met Life dental plan should report them to:

Abe Sherf  
402 Paradise Road  
Swampscott, MA 01907  
Fax or Phone 781-592-1330

## Directors Notes

At the Feb. 17, 2007 Meeting of the MCCC Board of Directors the following actions were taken.

- The Board approved a number of changes in wording of personnel policies to clarify language and streamline procedures.
- The Board voted to approve a proposal from the Finance Committee to provide reimbursement for a cell phone to the Day Negotiations Team chair.
- The Board appointed the following members to the MCCC-BHE Licenses and Certifications Committee: Sara Satham (Academic Counselor/BHCC); Mary Folan (Nursing Faculty/BHCC); Pat Schmohl (EMS / Fire Program Coordinator / QCC); Linda Grochowalski (English Faculty/QCC).
- The Board voted to support the Strategic Action Priorities for Spring 2007: Higher Education Funding (operating budgets and capital expenditure legislation); Adjunct Health Insurance; Chapter 150E Legislation; Retirement Issues (GPO/WEP, ORP, COLA, adjunct pensions). ■

## Know Your Day Contract

### March 2007

- March 15** Dean's recommendations for Title change due (p.49)
- March 15** Unit Personnel Practices recommendations for tenure due (p.30)
- March 30** Department Chair evaluations (p.56)
- March 30** Preferred schedules and course submitted (p.32)
- March 31** Department chair vacancies announced (p.55)

### April 2007

- April 6** Dean's leave of absence recommendations due (p19)
- April 15** Dean's tenure recommendations due (p.30)
- April 15** Title changes announced (p.49)

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. Page numbers refer to the last printed contract. 2006-2009 contracts are in production. ■



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

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The **MCCC News** is a publication of the Massachusetts Community College Council. The **Newsletter** is intended to be an information source for the members of the MCCC and for other interested parties. 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)



## Write Us

The MCCC News welcomes your letters and opinion pieces.

### Guest Editorials

Guest editorials should be approximately 300 words in length. The Editorial Review Board should review the editorial and provide feedback to the writer(s). The editorial may be rejected by a majority vote of the ERB.

### Letters to the Editor

Only submissions by MCCC members will be considered. These should be 50 to 150 words in length. The author must include name, date of submission, work or home mailing address, work or home phone number, campus affiliation. The name and campus will be included with all published submissions. Letters will be printed on a space available basis and may be edited for length.

Text may be edited for space and appropriateness. Not all submissions can be published.

Mail to:

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