

MCCC NEWS

The Official Publication of the *Massachusetts Community College Council* / Volume 2, Issue 3 / April 2001

MCCC Delegate Assembly

This year's MCCC Delegate Assembly, convened annually in the spring, will be held Saturday, May 12, 2001 beginning at 10:00 A.M. at the Best Western Royal Plaza Marlboro. This is a new location for the meeting. The Best Western is most readily accessible from 495, exit 42b west on Route 20 (See directions at end of this piece).

The meeting will feature brief presentations from the officers and coordinators, and voting by the delegates on what is expected to be a dues increase in the amount recommended by the Board of Directors at the April B.O.D. meeting. The Finance Committee has recommended a \$20 annual dues increase, and the Executive Committee is urging a \$40 annual increase based on

the projected budget. The recommendation of the BOD will be forwarded for discussion and a vote at the Delegate Assembly.

Bylaw changes as proposed by the Bylaw committee and approved by the B.O.D. will also be considered by the assembly. Twelve bylaw changes are in consideration this year. The text of the changes, and accompanying rationale for each change, are included in this edition of the MCCC News.

Each chapter is requested to send at least as many delegates from your chapter as the minimum target shown in the spreadsheet accompanying this article. This is to achieve the necessary quorum of 80 members. Your maximum entitlement is also shown.

In 1999, the delegate assembly, scheduled for a three-day weekend, failed to achieve a quorum, and needed to be rescheduled for the fall. The cost of the annual meeting was effectively doubled that year. Chapter Delegates need to be elected. Per Bylaws, full time members get a full vote and adjunct and part-time members get 1/4 vote for election purposes. Adjunct/part-time members who are elected as delegates have a full vote as a delegate at the assembly. Dinner choices include chicken or pasta and must be pre-ordered by one week before the meeting. That's April 26th.

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

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Chairs Awarded at STCC

Two Springfield Community College faculty were honored in September, 2000 with the award of that college's two endowed chairs. The chairs are awarded annually with an amount of \$3000 each, divided between the faculty recipient, and that faculty's department. In addition a symbolic representation of the honor in the form of captain's chair imprinted with the STCC seal and the recipients name is presented.

The awards are an effort by the STCC Foundation Board to recognize and foster faculty excellence. Both endowed chair awards recognize teaching excellence and bringing together faculty and business and community in the recognition of the importance of teaching.

Anne M. Bonemery, Associate Professor of ESL and French at Springfield Technical Community College, was honored as the 2000 recipient of the College's eighth annual Joseph J. Deliso Sr. Endowed Chair. The Deliso Endowed Chair was established in 1993. Deliso served as the first Chair of the STCC Advisory Board from 1967 - 1981 and became the first Chair of the STCC Board of Trustees, serving through 1985.

Professor of Mathematics James McDonald was awarded the Anthony M. Scibelli Endowed Chair. The Anthony M. Scibelli Endowed Chair was established in

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Central Office Two Years Along



MCCC Central Office, 319A Southbridge Street, Auburn

The MCCC Central Office in Auburn is two years old. Only a year remains on its three-year lease at 319A Southbridge Street, Drury Square. On balance the particular office space, and the mode of operations performed therein, are working well for the purposes of the organization.

The decision to create a central office for the MCCC flowed from an operational audit completed during the presidency of Susan Dole. The growth of the organization, largely in the Division of Continuing Education Unit, indicated that evolution from a mom-and-pop, de-centralized operations mode, to a centralized one with more professional management was necessary.

The office space is 1000 square feet in total. Four offices, two 10x10', two 10x14', extend from a central work and conference area. One of the smaller rooms serves as a utility room with a copier, storage, files and refrigerator. The two larger offices, where the office staff spends most of its time, have westerly exposures with natural light entering through windows.

The conference area can seat 12-15,

and serves as the meeting place for the monthly Executive Committee meeting, and meetings of other committees according to size.

The office, as of this date, has a clean well-organized appearance. A larger, faster machine with collating capabilities will soon replace a small copying machine with limited capacity. File cabinets are spread throughout the several rooms in the suite, but do not give an impression of clutter. The office has additional storage space nearby for archival storage.

Located on Route 12 in Auburn, the office is convenient to Interstate 290, Exit 8, and to the Massachusetts Turnpike's Auburn exit. It is located across the street from the Auburn Post Office in a business area with a Staples business supply store less than a mile away on Route 12.

The office functions under the day-to-day supervision of the MCCC Treasurer, M. Estela Carrion, and has three regular employees. Operations manager Phil Kennedy hired last September coordinates office function. Membership coordinator

Aaron Poirier, the most tenured employee, focuses his efforts on direct service to members, lists and billing, and the newest addition to the staff, secretary/ bookkeeper Mame LeBlanc.

The purchase of office supplies, reporting, accountability and membership contact is gradually becoming centralized through the Central Office. Ultimately this should provide security and efficiency for the organization, and smoother, more reliable services for members of the Day and DCE units.

The expanded staff will allow more solid year-round coverage at the office. Improving billing procedures and straightening out records has been the focus until recently. Now the emphasis is on developing processes that will streamline record keeping and data collection, and improve dues collection.

The Central Office is planning an Open House for members of the Board of Directors, after the April Board of Directors Meeting held at the Ramada Inn, situated ten minutes away north on Route 12, Auburn.

A member wishing to visit the office the central office for any reason should please give office staff the courtesy of a phone call prior to the visit. ■

Corrections to Service Learning at Bunker Hill Community College

Apologies to the BHCC personnel whose names were misspelled in last month's article on Service Learning at that college. Correct spellings italicized: Joan *Brenner*, Astronomy, *Hariklia* Delta, Paula *Velluto*, Computers. ■

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Massachusetts Community College Council Proposed Changes In Bylaws

NOTE: Italics indicate changed or new language.

PROPOSED AMENDMENT # 1

To abolish the elected positions of MCCC Secretary and Treasurer and to create a new professional position of Executive Secretary-Treasurer.

PROPOSED AMENDMENT Article IV, Section 4 Executive Secretary-Treasurer

It shall be the duty of the Executive Secretary-Treasurer to:

a. *Supervise the management of the MCCC Central Office.*

b. Be responsible for accurate minutes of all meetings of the Delegate

Assembly, the Board of Directors, and the Executive Committee in accordance with Robert's Rules of Order, Newly Revised.

c. Maintain the official records of the Council.

d. Carry out such administrative responsibilities as may be assigned by the President, the Board of Directors, or the Delegate Assembly.

e. Present an annual financial report to the MCCC Delegate Assembly.

Inform the President and Board of Directors of the financial condition of the Council on a regular basis.

g. Act as ex-officio, non-voting chair of the Finance Committee.

h. Carry out such budgetary and financial duties as may be assigned by the President, the Board of Directors, or the Delegate Assembly.

RATIONALE:

Our union has become a mature organization, yet our record keeping and financial processes remain in the hands of elected unit members who are untrained in these areas. As a former MCCC secretary, I have watched the duties of the secretary and treasurer become increasingly complex. The demands upon their time and the need for technical and informational expertise to carry out the duties of both positions can be most effectively addressed by having a trained professional assume responsibility for the work.

Creating the position of Secretary-Treasurer would be in keeping with the model used by MTA. It would reflect our maturation as an organization, allowing us to provide services to our members in a far more efficient and professional manner than is currently possible. Finally, it would provide a continuity of policy and processes in the central office at a level far greater than elected leadership, by its very transitory nature, can do.

Cost implications: With the eradication of stipends, reassigned time, and expense monies currently at the disposal of the Secretary and Treasurer, we could afford to hire a competent professional. Currently, the combined salaries of the Secretary and Treasurer are \$24,390, with a projected increase next year of two percent. The reassigned time expenses are approximately \$25,000. Even without factoring in other expenses directly related to those two positions, this amounts to a total of \$49,877 the MCCC could allocate to a professional position.

PROPOSED AMENDMENT #2

Article VII Standing Committees, Section 7 DCE Grievance Committee

The DCE Grievance Committee shall be composed of one representative per chapter, determined by the chapter, the DCE Grievance Coordinator, who shall be the committee chair, and the MCCC President or President's Designee and an MTA consultant designated by the Executive Com-

mittee as non-voting, ex officio members.

A chapter may send an alternate to a committee meeting. The term of office of a chapter representative shall be one year beginning on September 1 and expiring on August 31. It shall be the responsibility of this committee to:

a. Provide an opportunity to grievants to present their cases to representatives of the MCCC and and provide a forum for discussion of cases and issues for certification.

b. Provide training for chapter DCE Grievance Representatives.

c. Consider for certification DCE grievances filed for mediation and arbitration. Grievances shall go forward by majority vote of those *voting committee members in attendance, provided that a majority of the voting members is present.*

Decisions of the MCCC DCE Grievance Committee *not to certify* may be appealed *by the grievant to the MCCC Executive Committee. Decisions of the MCCC DCE Grievance Committee to certify may be appealed by a non-voting committee member to the MCCC Executive Committee.*

RATIONALE:

The ad hoc day and the standing DCE Grievance Committees have proven successful. This proposal is the result of experience with these committees; it clarifies and establishes certain features which parallel the way in which grievances have been certified in the past.

This proposal reflects that the Executive Committee has been the MCCC grievance committee prior to these committees, that it remains the final arbiter of grievances in the MCCC, and that these committees should have the same standards and requirements as the Executive Committee.

This proposal
- clarifies that a quorum is required to certify, as is the case with the Executive Committee;

- clarifies that the President is an ex-officio member;

- establishes the President or designee as a non-voting member, providing a link to the Executive Committee;

- establishes that an MTA consultant is a non-voting, ex officio member. This parallels the way in which the Executive Committee functions as the MCCC grievance committee.

PROPOSED AMENDMENT #3

Article VII Standing Committees, Section 8 Day Unit Grievance Committee

The Day Unit Grievance Committee shall be composed of one representative per chapter, determined by the chapter, the Day Grievance Coordinator, who shall be the committee chair, and the MCCC President or President's Designee and an MTA consultant designated by the Executive Committee as non-voting, ex officio members. A chapter may send an alternate to a committee meeting. The term of office of a chapter representative shall be one year beginning on September 1 and expiring on August 31. It shall be the responsibility of this committee to:

a. Provide an opportunity to grievants to present their cases to representatives of the MCCC and and provide a forum for discussion of cases and issues for certification.

b. Provide training for chapter Day Grievance Representatives.

c. Consider for certification Day grievances filed for arbitration. Arbitrations shall go forward by majority vote of those voting committee members in attendance, pro-

vided that a majority of the voting members is present.

Decisions of the MCCC Day Grievance Committee not to certify may be appealed by the grievant to the MCCC Executive Committee. Decisions of the MCCC Day Grievance Committee to certify may be appealed by a non-voting committee member to the MCCC Executive Committee.

RATIONALE:

The Operational Audit Review Committee recommended that a day grievance committee be created. The day as hoc and the DCE Bylaw Grievance Committees have proven successful, so the day committee should also be given permanent status like the DCE Grievance Committee.

This proposal reflects that the Executive Committee has been the MCCC grievance committee prior to these committees, that it remains the final arbiter of grievances in the MCCC, and that these committees should have the same standards and requirements as the Executive Committee.

This proposal
- clarifies that a quorum is required to certify, as is the case with the Executive Committee;

- clarifies that the President is an ex-officio member;

- establishes the President or designee as a non-voting member, providing a link to the Executive Committee;

- establishes that an MTA consultant is a non-voting, ex officio member. This parallels the way in which the Executive Committee functions as the MCCC grievance committee.

PROPOSED AMENDMENT #3a

Article VII, Section 1 Executive Committee, Subsection d

d. It shall have the ultimate authority on grievance matters.

RATIONALE:

Creation of both a Day Unit and a DCE Unit Grievance Committee with decision making authority on grievance matters could be perceived as reducing the authority and/or responsibility of the Executive Committee on such matters. At the least, this delegation of authority conflicts with the language of Subsection d. The purpose of this amendment is to clarify the Executive Committees role as part of the article describing its nature and function.

PROPOSED AMENDMENT #4

Article III Membership, Section 5

The membership year for the Council shall be from September 1 (the beginning of each academic year) through August 30 (the end of the academic calendar). This membership year does not coincide with the membership year of the MTA/NEA. Dues for members will be prorated and billed accordingly.

PROPOSED AMENDMENT #5

Article IV Officers, Section 1

... Each shall take office on July 1st of the year in which elected and shall serve for a period of two years until June 30th.

RATIONALE:

To make officers' terms and salaries consistent with the MCCC fiscal period that begins July 1 and ends June 30th.

PROPOSED AMENDMENT #6

Article IV Officers, Section 2 President, Subsection g

Represent the Council or designate someone to represent the Council at conferences, meetings, and before the general public.

PROPOSED AMENDMENT #7

Article IV Officers, Section 5 Treasurer, Subsection e

e. Supervise the staff and work of the central office.

PROPOSED AMENDMENT #8

Article V Board of Directors, Section 1 Membership, Subsection a

... The term of office for members other than officers shall be one year beginning with the July Board meeting of the year in which members are elected.

RATIONALE:

To make Directors' terms consistent with the MCCC fiscal period that begins July 1 and ends June 30th.

PROPOSED AMENDMENT #9

Article V Board of Directors, Section 5 Powers and Duties, Subsection h

h. Approve positions and wages for new and existing positions and adopt personnel policies for the efficient management of staff.

RATIONALE:

With the central office, the MCCC Board no longer will be in a position to hire, supervise, and evaluate all staff. Rather, the BOD should continue its authority to approve specific staff lines and funds for those lines, delegating the actual implementation of personnel actions to other officers and/or staff. This may require addition of new language to specific officer's responsibilities or other areas that I am unaware of at this time.

PROPOSED AMENDMENT #10

Article VIII Chapters, Section 2 Powers and Duties, Subsection d.

d. Each chapter shall provide the MCCC central office with a copy of its formal bylaws, election results, and financial statements and reports at the end of each fiscal year, consistent with guidelines for local chapter support. ■

Closure on Distance Education Agreement

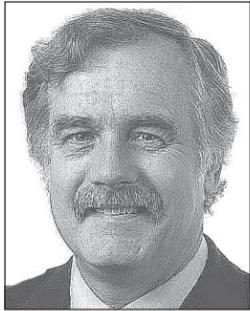
A memorandum of agreement finalizing the contract language procedures and forms for faculty evaluations in Distance Education Courses was signed March 9. This brings to closure negotiations for a landmark Distance Education Agreement between the MCCC and representatives of the BHE. The distance education agreement was a stipulation of the most recent Day Contract.

The form incorporates items evaluative of the technology and delivery with the familiar evaluation items. This allows the college information about the effectiveness of distance education modality and the experience of the student of the technological aspects of course management. It intends also to separate the faculty component of the evaluation from reactions to the mechanics of course delivery. This may protect the faculty person from frustrations the student experiences with quality or consistency in technological aspects.

MCCC DCE Grievance Coordinator Joseph Rizzo served as Chair of the Distance Education Negotiating team. MTA Consultant Michelle Gallagher, Peter Flynn of NECC, and Louise DeSantis Deutsch of Cape Cod CC also served on the committee. ■

President's Message

April 2001...



Philip Mahler,
MCCC President

Last month's News contained a great deal about our part-time colleagues. This month I'd like to follow-up on that, and also talk about issues which relate to our part-time members.

The MCCC

has part time members both in the day and DCE units. In the day, besides teachers, there are part-time librarians, counselors, and other professional staff. The DCE unit only contains faculty - an artifact of the certification determined by the state labor relations board. The day unit was created in 1976, and the DCE unit in 1986. I have excerpted and added to some of the history of our DCE unit from the MCCC web site, written by DCE Grievance Coordinator Joe Rizzo.

After being approached a number of times by groups of Division of Continuing Education (DCE) employees, the MCCC Board of Directors voted to organize and represent DCE members on May 20, 1983. The organizing process took almost three years of hard work, often by local full-time leaders.

Finally, in December 1986, the part-time evening faculty voted to be represented by the MCCC, which immediately formed a negotiating team. Unfortunately management refused to bargain in good faith. After two years of traditional bargaining, the DCE faculty went on strike on April 24, 1990. (I add that the majority of those who walked the picket lines were full-time members.) Negotiations resumed, resulting in the first DCE contract on July 24, 1990.

In September 1990, when the first salary increases negotiated by the MCCC were about to be implemented, a 3-credit course in the Massachusetts Community Colleges paid about \$1,000, an amount which had barely increased in over a decade. At the end of the current contract the most senior DCE faculty will earn \$2,673 for a 3-credit course.

One of the biggest challenges before the MCCC for some of our part-time members is achieving health benefits and a meaningful retirement plan. While many have at least health benefits through a spouse or another employer,

this is a critical issue for those who need it. This has been a personal priority of mine since I became MCCC's vice president in 1996, and I regret to say that we have not achieved this yet. One of the things we have accomplished is a survey of all of the part-time teachers in our community and state colleges, about two years ago. This demonstrated enough need that in our last negotiations, the union and the employer agreed to form a committee to look at the problem of health insurance, and retirement, and seek ways, at no cost to the colleges, to help. We have recently formed this committee, and it may have met for the first time as you read this.

The idea of part time faculty was originally to provide a modicum of flexibility in fulfilling staffing requirements and providing special expertise. These valid considerations have given way to using part time employees as a dollar saving device. As this national trend has grown and become more entrenched, we, and hopefully employers, need to consider this segment of our profession, and work to make sure these colleagues have what our DCE negotiations team called dignity in the workplace.

One of the problems we have in achieving this is that we are one of two states where night and summer operations are not subsidized by the state. State law says that "Each public institution of higher education may conduct summer sessions [and] evening classes, provided such classes are operated at no expense to the commonwealth." Thus, DCE salaries, and any other benefits, must be achieved through student tuitions alone, if the cost is to be born by the colleges. This is patently unfair to both our colleagues and our students.

Many of us are aware of a national movement to raise the visibility of the problem of part-time employees. At the instigation of some part-time activists, the MTA has filed legislation to provide health and retirement benefits to our part-time colleagues. This would necessarily lead to state subsidies for these benefits. The MCCC Strategic Action Committee has made this bill one of its four priorities this year.

Before closing I would also like to point out that the day contract provides priority in hiring for our part-time colleagues over outside candidates, and I know that many of the full time teachers in this system were once adjuncts themselves.

On whatever front we can, the MCCC will continue to work on better pay and benefits for our part-time colleagues. ■

Opinion

Critical Thinking at Your College:

A Potential Boondoggle

by Joe Nardoni, Middlesex Community College

A request recently went out over the email leadership network for ideas about how to implement the critical thinking workload reduction article in our contract. I have been reticent to promote what we have done at Middlesex Community College, because I have, upon reflection, some serious doubts about the value of our process for identifying and certifying critical thinking intensive courses. I say this after having been one of the faculty members working on the process over the summer who helped develop the form and the definitions. Indeed, to my way of thinking, one of the least valuable articles in our contract is the workload reduction allowed for courses that are writing or critical thinking intensive. As for writing intensive courses, our college has set a lower limit than the contract sets as a maximum, so the contract doesn't come into play: we have seen as a college that writing intensive courses, done correctly, should have limits of 25. The critical thinking initiative that we have promoted at Middlesex Community College is by and large a failure; while some professors have applied for the certification, the vast majority have not, leaving an unfortunate impression that the majority of courses at our college are not critical thinking intensive. It is indeed extremely fortunate that this impression is not being circulated to the general public, though no one is trying to hide it.

Before I say anything further, let me talk about the strengths of the form and process we have at Middlesex Community College. The strengths of the form and process are that we can either teach, utilize, or address critical thinking. Having that choice is critical, because only one of those factors needs to be assessed, and indeed, can be assessed, even though assessment is part of the form. Faculty have the choice either to incorporate critical thinking into formal assignments that address 3 of the critical thinking definitions, or to use informal assignments throughout the course to do so. The types of critical thinking listed on the form come straight from definitions our current BHE is implementing for four-year colleges, so that is useful; it could tend to make them leave us alone when they come looking at us, to see how well we are preparing our students to transfer to four-year colleges.

Given these strengths, there are still probably several reasons for the current (perhaps temporary) failure of our process. First, the five course workload is enough reason for most faculty not to find the time to apply for the certification. Second, the argument that the administration ought to first prove that we have a large number of courses that weren't critical thinking got nowhere, neither in our open Union meeting on the subject nor in our Faculty-Staff Association meeting. I don't understand that one, especially when the point was raised that for administrators to claim that large numbers of classes taught at our college (the flagship community college as they like to claim) were not critical thinking was essentially an insult to the quality of our teaching. It is highly likely that people who feel insulted by a request will not comply with it. Third, we have a provost who micromanages everything and for whom critical thinking is a major hobby horse; some plain weariness with her intrusive management style would be enough for many faculty to turn away from anything that had her approval.

Fourth, many faculty members believe that the definition of critical thinking we espoused on the form is not useful or accurate; I find it interesting that no one put forth a different definition at the open FSA meeting when the form and process were presented for approval, or asked that the plan be scrapped because of the definition. Fifth, our approval process included not only a form to fill out, but also a clause about assessment,

that once again I cannot understand why our faculty did not just vote down. This was a bad decision on the part of our Chapter and our Faculty-Staff Association for several reasons. First, assessment is a buzz word used by external organizations to bash faculty members, no matter how much of a positive spin is put on it by educational theorists and accreditation organizations. It is a temporary fad getting attention it does not deserve because well-meaning but poorly informed policy makers think there is something drastically wrong with our educational system, rather than something drastically wrong with our social system that fails to prepare our students to live a life of the mind. Second, assessment is neither required by the contract, nor, based on our definition, does it make sense to require it. How does one assess that an assignment utilizes critical thinking, or addresses critical thinking? You can't do it by looking at levels of student learning success, because utilizing and addressing are not functional expressions of a promised, measurable outcome; they are expressions of an assignment's structural content (utilizing) and qualitative intent to make it possible for the students to execute critical thinking (addressing). In either case, assessment becomes an exercise in redundant, faculty-centered reviewing of our own assignments—a true waste of time, in my book, since we ought to be able to say that we do this *before* we offer an assignment to a student. Third, assessment of anything is just something we naturally do from time to time, and there is no valid reason for codifying this activity to anyone else. After all, course materials are a faculty concern and a faculty right exclusively; our idiosyncratic definitions as to what is and what is not critical thinking in an assignment or a course are not subject to management approval—but this document seeks to do that. In fact, upon consideration, I believe that our document, and any other one like that that a chapter might try to negotiate with its respective administrations would have the same intent: to voluntarily cede our right to academic freedom over course materials to management review, in exchange for having fewer students in our classrooms, to which we are already entitled, because critical thinking is the intellectual cornerstone of any college-level class. To the extent that there may be classes at a college that aware college credit without being critical thinking, I say, it is better to review those courses and fix them rather than putting everyone through a meaningless hoop.

At Middlesex Community College, we addressed the notion of academic freedom by keeping the process within the Divisions—although the process still was not as faculty-centered as I wanted it to be. Indeed, upon reflection, I think the process should be wholly faculty-owned and operated. A faculty committee within each Division should pass on the applications; indeed, the entire Division should make the decision during standard meeting times, so the process does not become an added burden to anyone.

So then, what do I suggest our colleagues at other colleges do? Insist first that your college *prove* that such a high number of courses at your college do not incorporate critical thinking that an overall process is necessary. Then, if a review of all of the college's courses indicate that a handful might need critical thinking more concretely infused into them, create a plan to address those few classes that honors the contract by keeping the process a mutual one between the Division Dean and the individual faculty member. Remember, above all, that this current BHE will not forever be running the educational establishment in this state; we need not hurry their proposals for change along if we do not feel they are positive ones. ■

Editorial Comment

(CT) Courses by Peter Flynn

The dust from the construction of the new contract has yet to settle. The adjustment to the five-course workload is the opener for chat in the hallways and conversations at scheduled meetings. The "critical thinking" provision of the new contract is just now finding focus in the visual fields of the middle-age modal faculty person.

The response of the Academic VP at Northern Essex to the provision is to schedule classes for 35 if "non-critical thinking," and 31, if "critical thinking." The assumption is that after the drop-add period shakeout the maximums of 32 and 28 will likely be safely approximated. One might doubt this is what the negotiators had in mind when the maximums were set by agreement.

The observation that all college courses should involve critical thinking according to any definition has been frequently heard. But it appears that the onus of promoting courses to receive "critical thinking" status and the 28 student enrollment cap that accompanies that designation will fall on the shoulders of the individual faculty who teach those courses on most campuses. Designating courses "critical thinking" by section contingent upon individual faculty application may have untoward effects.

Will part-time and DCE faculty's courses, currently peppering the day schedule offerings be availed of the opportunity

to apply for the "critical thinking" status? Will a section designated "critical thinking" have different standards than an otherwise identical-by-course-description section? A critical thinking section might incorporate a ten page research paper, while its "basic" iteration requires two, three page "reflection" type assignments. These discrepancies will naturally lead to section shopping by seekers of the path of least resistance.

The economics dictating choice in the current community college curriculum smorgasboard seem to weigh against survival of quality "critical thinking" variants of courses offered in multiple sections.

Fragmentation of departments on most campuses has been an ongoing process in recent years, and collegial support may be logistically difficult to muster. Courses that are unable to win CT status in the early rounds may have an uphill struggle in the future.

Implementation of the "critical thinking" provision will in large measure be on the shoulders of the individual faculty member. Let's hope our members exercise enough of a professional investment in the academic integrity of the courses they customarily teach that they advocate energetically for the appropriate courses to receive the "critical thinking" designation. ■

Letters to the Editor

Retirement Credit for Adjunct Service

Ann Vasey, Chair Part-Time Faculty Professional Development Committee Quinsigamond C.C. 1988-1992, Adjunct at QCC 1978-92, Teacher Southbridge Public School 1993-present

A bill, #3819, Docket # 3925, allowing adjunct faculty who have taught at community colleges and universities and are now members of the retirement system to buy back "per diem" time served prior to becoming full time has been filed in the Massachusetts House of Representatives by Representative Carron of Southbridge.

There are many opportunities for buy-backs including veterans, employment for municipalities, folks employed in parochial schools and those on maternity leaves.

Until 1991 part-time faculty had absolutely no retirement benefits. Beginning at that time they could participate in the Deferred Compensation Plan of the Commonwealth of Massachusetts.

The State may save funds by allowing a buy back while those in this situation are still working, rather than later having to support those with limited retirement incomes. Everyone gains. The Commonwealth needs to recognize the service that is provided by adjunct faculty the Massachusetts Higher Education system.

It is important that those in this position are aware of this bill, and that they contact their Representatives and Senators.

Text of #3819

Section I Subdivision (1) of section 4 of chapter 32 of the General Laws as appearing in the 1998 Official Edition is hereby amended by the following paragraph:

Any member of a retirement system who previously served in a position as per diem professors who have taught at state universities and community colleges may establish credit for such service by depositing in the annuity savings fund of the system of which he is a member the amount which would have been withheld as a regular deduction from his salary for such service, plus regular interest to date of such deposits.

Petitioners include Mark Carron 6th Worcester district, David P. Magnani, Norfolk District, and Michael Festa, 35th Middlesex district. ■



Professor Anne Bonemery, STCC

Delegate Assembly...

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Chapter	Entitlement	
	Min.	Target
Berkshire	3	11
Bristol	6	20
Bunker Hill	7	23
Cape Cod	4	14
Greenfield	3	11
Holyoke	7	23
Mass Bay	5	16
Massasoit	7	25
Middlesex	7	25
Mt. Wachusett	4	12
North Shore	8	27
North. Essex	7	22
Quinsigamond	6	20
Roxbury	3	11
Springfield	8	26
Totals	85	286

Directions to the Best Western Royal Plaza

181 Boston Post Road West,
Marlboro, Massachusetts 01752
Tel: (508) 460-0700
FAX: (508) 480-8218

From Boston & Route 128:

Mass Pike West (I-90) to Route 495 North. Take exit 24B onto Route 20 West. The Royal Plaza is 1 mile on the right.

From Worcester:

Route 290 East to Route 495 South. Take exit 24B onto Route 20 West. The Royal Plaza is 1 mile on the right.

From Springfield & the west:

Mass Pike East (I-90) to Route 495 North. Take exit 24B onto Route 20 West. The Royal Plaza is 1 mile on the right.

From Cape Cod and South:

Route 495 North. Take exit 24B onto Route 20 West. The Royal Plaza is 1 mile on the right.

Chairs Awarded...

Continued from Page 1

1992, the college's 25th anniversary year. As co-founder of STCC, State Representative Scibelli was instrumental in passing legislation and approving the funding, thereby authorizing and enabling the Massachusetts Board of Regional Community Colleges to acquire the Springfield Armory, then scheduled it to be deactivated, and to establish the only technical community college in the Commonwealth.

Anne Bonemery has taught ESL at STCC since 1985. She has organized professional and peer tutorial services for ESL students and volunteer tutorial services in conjunction with the Springfield Literacy Network for ESL and U.S. citizenship studies. In 1999, she helped establish an ESL Academic Assistance Center on campus where ESL students can work with tutors, study, or work on computers to do assignments, research, or practice grammar, reading, writing, listening or speaking skills. The department portion of the endowed chair award was used to purchase an additional computer and software for the tutoring center.

She has developed multimedia lessons for use in the ESL classroom, and has, along with a colleague, planned and presented "Transforming the ESL Classroom", a full-day showcase at STCC attended by 100 area ESL instructors and administrators in 1994. She was the site coordinator for the Fall, 1995 MATSOL (Massachusetts Association of Teachers to Speakers of Other Languages) Conference held at STCC. In 1999, Bonemery created the French program at STCC, along with the French professional and volunteer tutoring program.

Professor McDonald, a 30 veteran of STCC, developed several mathematics courses and was largely responsible for establishing the individualized testing program center on campus. That system allows students to study audio-tutorial mathematics courses at their own pace, test when they feel they are ready and receive immediate feedback. He also developed the basis for the STCC math placement test and an alternative placement exam for students wishing to enter STCC through vocational schools.

Among other activities from McDonald's extensive resume, he has been active in developing internet math courses for the college. He has been involved with the NSF funded STEMTEC program involving seven area colleges and joint efforts to improve instruction in math, science, and technology.

McDonald plans to use the departmental portion of the award to purchase software packages Converge, Mathpert, and Mathematica for Linux to be installed on computers in the Student Success Center. ■

Applicants Sought for Program at the MTA Summer Conference Emerging Leaders Training

The Ninth Annual Emerging Leaders Training Program will be held at the MTA Summer Conference, August 5-9, 2001, in Williamstown, MA. The purpose of the training is to introduce potential leaders to the Association and to provide experiences and skill development to prepare them for future leadership roles in MTA.

Any current member who has not held a local, state, or national office, (president, vice president, secretary and treasurer) is eligible for consideration.

Interested?

Please contact Michelle Gallagher, MTA Higher Education Consultant, at 1-800-392-6175 x 8236 or Phil Mahler, MCCC President 978 369 1972. ■



MCCC Central Office, Interior

Know Your Day Contract

April 2001

- April 6** Dean's leave of absence recommendations due
- April 15** Dean's tenure recommendations due
- April 15** Title changes announced
- April 30** Fall assignments to faculty with full-time schedules to chapter
- May 1** President's tenure Recommendations and sabbatical decisions due
- May 15** Faculty submit college service and student advisement forms
- May 20** Tenure decisions due
- May 30** Professional staff College service and student advisement forms due

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. ■

MCCC News

<http://www.tiac.net/users/mccc>

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