

When will it end? Rumor has it the state budget will be cut this month and public higher education in Massachusetts will AGAIN be forced to cut their budgets, possibly as soon as the end of this month. Salem State could be asked to trim over a million dollars from an already reduced state appropriation. Whatever happened to the days of stabilized budgets where campuses could actually plan for an academic year? I suspect that this could go on for a couple of years as nobody can give a date when the economy will recover and tax revenues will increase. Hang on tight!

In light of the potential budget cuts, the voluntary teach-in has taken on more urgency. On **September 25<sup>th</sup>** and **September 26<sup>th</sup>** faculty are asked to allocate 10 to 20 minutes of class time to discuss and educate students on how the continued budget cuts have effected their education. All full-time day students have already experienced a nine hundred dollar (\$900.00) per year fee increase. Class sizes are getting larger, fewer classes are scheduled, library budgets have experienced draconian cuts, and members of the APA and AFSCME had their hard-fought, bargained, ratified pay raises vetoed. The purpose of the teach-in is to include all members of the college community in an effort to advocate for fair, not preferential, treatment when budgets are prepared and subsequent adjustments are proposed. It is time our elected officials are reminded that public higher education in Massachusetts is an investment not a cost. This is an election year and your representatives are interested in what their constituents have to say. Students and their families have a powerful voice and they should be aware that they CAN make a difference.

Faculty will be provided fact sheets to help facilitate classroom discussion. Information can also be obtained from the Salem State's Community Action Network (CAN) website at [www.salemstate.edu/can/](http://www.salemstate.edu/can/) Get involved, get educated, vote.

Stephen Tocco, Chair of the Board of Higher Education, has agreed to attend the MSCA statewide Board of Directors meeting on October 4<sup>th</sup>. High on the agenda is the fiscal year '03 budget. Other items include "merit" bonus, the BHE task force on academic advising, and the BHE strategic plan for capital budgeting.

Your voice can also be heard this Tuesday when statewide primaries will be held. The MTA has endorsed **Tom Birmingham** for Governor and **John Slattery** for Lt. Governor. The following is a message from the MTA:

*On Tuesday, September 17, 2002, we have an opportunity to positively impact our working lives and the lives of the students we teach. Please consider casting your vote in the Primary Election for Tom Birmingham and John Slattery. Both have led the fight in their respective houses of the legislature for increased funding and programs for public higher education, including:*

- *Scholarship and Grant Programs*
- *Tax Deductions for College Tuition Payments*
- *Funding for Ratified Higher Education Faculty Contracts*
- *Domestic Partner Benefits for State Employees*

- *Commitment to Raising Revenues Needed to Maintain the Excellence of our Public Colleges and Universities*

*Through an extensive process involving both a written questionnaire and personal interviews with MTA's Candidate Recommendation Committee, Tom and John have emerged head and shoulders above the other candidates on issues important to us as faculty.*

*We can make a difference if we come together to elect Tom and John. Talk to your family, talk to your friends - ask for their support of these two candidates. You'll be making a difference in our work lives and in the lives of the students we teach!*

**VOTE SEPTEMBER 17, 2002**

*Tom Birmingham, Governor  
and John Slattery, Lt. Governor*

In November, in addition to the gubernatorial election, there are two ballot questions worth noting. Ballot question #1 calls for the abolition of the state income tax, and ballot question #2 is the Unz petition on bilingual education. The MTA is opposed to both ballot questions. If you think the budgets are tight now just think where the state appropriation would be without a state income tax.

The Unz petition would require that all schools offer **only** a one-year immersion program to teach students English. It also contains a provision that teachers can be sued if they instruct their students in their native language. The MTA's position is that this "one-size-fits-all" approach is wrong and has worked with the legislature to pass a revised bilingual education bill that Acting Governor Swift recently signed into law. This law would encourage school districts to offer a variety of innovative programs, strengthening teacher qualifications and requiring more oversight by the state. Everyone agrees that students must learn English to succeed in the United States, but the MTA feels that the one year, English only "immersion" program is the wrong way to go.

### **Committee on Promotions**

Rick Branscomb has submitted his resignation from the Committee on Promotions. Nominations are now open to complete his term (2001-2003). In addition to the above, nominations are being solicited for the **four (4)** vacancies on this committee, which will carry a two-year term (2002-2004).

This is the 2<sup>nd</sup> announcement. These appointments will not be made by the Executive Committee but will be elected, if necessary, in September, by vote of the general membership.

- Nominees must be tenured and hold the rank of Associate Professor, Professor, Associate Librarian, or Senior Librarian.
- Nominees may not be Chairs or candidates for promotion during their term.
- No more than one member per academic department may serve.

Current members are Robert Wang (CHE) and Andrea Zeron (PSY). Nominations should be submitted in writing to the Salem Chapter Office, SB-205B or by phone to extension 6920 by **noon, Friday, September 20<sup>th</sup>**.

### **Committee Appointments**

At the September 9<sup>th</sup> meeting, the Salem Chapter/MSCA Executive Committee voted to recommend the following faculty and librarians to the committees indicated. On behalf of the Chapter, the Executive Committee thanks those members for their willingness to represent us in the governance of the College.

### **Contract Committees**

*Curriculum:* Benjamin Gross (ART)

*Library/Media Development:* Betty Dole (LIB)

### **Non-Contract Committees**

*Academic Computing:*

Glenn MacNutt (LIB)

*Academic Speakers & Honorary Degrees:*

Sandra Fowler (COM) and Thomas Healy (THE)

*College-Wide Assessment:*

Jeanne Corcoran (OCT) and Maureen Quinquis (ART)

*Honor & Memorialize:*

Jeanne Corcoran (OCT)

*O'Keefe Complex Policies & Procedures:*

Susan Edwards (LIB)

*Orientation:*

Barbara Tierney (IDS)

*Retention/Enrollment Management:*

Julie Belock (MAT), Helen Glikman (SWK), John Mack (MGT), and Mark Malloy (ART)

*Strategic Planning Council:*

Kurt Armsden (PHL), Maureen Quinquis (ART), and Nancy Ebersole (NUR)

*Student Complaint:*

Robert McAndrews (SWK)

*Student Scholarship:*

MaryAnn McGovern (NUR) and Maureen McRae (NUR)

*150<sup>th</sup> Year Anniversary Committee:*

Tom Billings (EDU), Mary Ann McGovern (NUR), Eleanor Reynolds (LIB), Nancy Schultz (ENG), and Jennifer Uhl (SFL)

### **Salem Chapter/MSCA Committee**

*Elections:* Maureen McRae (NUR)

### **Search Committees**

*Academic Vice President:*

Jim Fallon (THE), Lynn Hanrahan (CSC), Paul Marsella (HIS), Dorothy Siden (ECO),

Kathleen Skrabut (NUR), and Janet Stubbs (PSY).

*Dean School of Business:*

Sanjay Jain (ACC/FIN), Jack Lannan (ACC/FIN), Douglas Larson (ACC/FIN),  
John Mack (MGT), and Everett Rudolph (EDU).

*Dean Library:*

Margaret Andrews (LIB), Susan Edwards (LIB), Nancy George (LIB), Mary  
Ann McGovern  
(NUR), and Susan Sturgeon (LIB).

### **Professional Development Money**

For the academic year 2002-2003, the per capita amount of professional development identified as the Fund for Continuing Scholarship for full-time unit members will be \$568.00 and will be distributed based on Article XIV. The second pool identified as the Supplementary Fund for Continuing Scholarship will be distributed based on approval of the Academic Vice President. No member of the bargaining unit shall be allocated, in the aggregate, more than two thousand dollars (\$2,000) from the Fund for Continuing Scholarship and the Supplementary Fund for Continuing Scholarship during the period ending June 30, 2003.

### **Health Insurance for Part-time Unit Members**

The MSCA has contacted the Chancellor of Higher Education, the Board of Higher Education Deputy Director of Human Resources, and the attorney to the College of Presidents. Unfortunately, there is still no response from the Group Insurance Commission on this issue. The MSCA will continue the effort to discuss the eligibility of part-time faculty to obtain health, life and disability insurance. We will keep you informed about this important issue.

### **Post-Tenure Review**

Unit members subject to a post-tenure review process this year should be aware that they will only be required to comment on activities since September 1, 1997. By September 30<sup>th</sup> of this year, the unit member shall submit to the Department Chair/Library Director an Appendix B-2 with an updated resume, and a statement prepared by the unit member not to exceed 750 words. This statement should describe those items selected by the unit member from Appendix A-1 or A-2

### **DID YOU KNOW.....**

...that you have the right to union representation during any meeting with your Chair or a College administrator that you believe may result in disciplinary action? The 1975 United States Supreme Court decision, *NLRB v Weingarten, Inc.*, established the right

to representation and the Massachusetts Labor Relations Commission adopted it for public employees.

As a result, if for any reason you believe that a meeting or interview with your Chair or an administrator is for the purposes of investigating your work performance or conduct, you can request representation.

This is an important right, but one that you must initiate. Don't hesitate to call the union office at extension 6366 or call me directly at (207) 846-6017 if you have reason to believe you may need representation.

For more information, stop by the union office for a *Weingarten Rights* pamphlet.

Maggie Vaughan  
Grievance Officer  
MSCA/Salem Chapter