

Keep What Is Good for Education

Your Vote for Option One Will Preserve Our Voice in Public Higher Education

On February 8 and 9, faculty and librarians at eight state colleges will vote on whether to keep our current shared-governance system established by contract, or to seek another, as yet undefined, system. (This vote will take place at the Massachusetts Maritime Academy on March 22 and 23, 2006.)

Despite repeated attempts by our employer to weaken shared governance, we have seen its strength and effectiveness in developing and improving curriculum, protecting academic freedom, preserving needed and successful programs, and forming wise educational policy. It has allowed faculty and librarians to select their representatives to governance committees, like All College, Curriculum, Academic Policies, and Student Affairs. And it has incorporated the voice of students in all major college committees.

In short, our system of participatory governance has enabled our colleges to provide excellent educational services to our students and the Commonwealth.

Unfortunately, our employer, the Board of Higher Education and the Council of Presidents, is now seeking to dismantle this system. In order to reach settlement of the 2004-2007 Day Unit Contract, we were compelled to accept a clause that requires "a referendum in which faculty and librarians . . . vote to keep current governance as in the 2001-2003 contract, or to devise a new system of governance."

Who's Looking for Change?

Certainly not the faculty and librarians! According to our last pre-bargaining survey, only 1 of 505 MSCA members recommended any change in governance. No, the most likely beneficiary of change is the BHE and the college presidents.

In a 1998 letter then-BHE Chair **Jim Carlin** noted that presidents "have been whining and complaining . . . about the imbalance of authority, in terms of governance, on each of our campuses, between the faculty and its unions and the president's office/board of trustees." Carlin may be gone, but the presidents' complaints about the faculty's power were alive and well during negotiations last spring.

The efficacy of our current system was illustrated in 1999 when an arbitrator's decision mandated that academic changes proposed by the BHE (e.g., the infamous "Rule of Five") must be submitted to college governance. Governance at the state colleges is, as it should be, a check against arbitrary policy decisions by the BHE.

A vote for Option One will preserve our role in governance and the efficacy of the current governance system.

**Governance Referendum
for all campuses except
Mass Maritime will be held on
February 8 and 9, 2006**

10:00 am to 3:00 pm

**Contact your local chapter
president for polling location.**

**Voter eligibility: all full-time faculty
and librarians not on any leave of
absence for the spring 2006 semester.**

**Governance Referendum at
Mass Maritime will be held on
March 22 and 23, 2006**

**10:00 am to 3:00 pm
Harrington Building Faculty Lounge**

Empowering Faculty?

At the bargaining table, the rationale for dumping governance and starting over was that the presidents want to "empower" faculty and librarians. But in the politically charged atmosphere of public higher education, no one gives power away. Any new governance framework sought by the BHE and the presidents will most likely limit the role and scope of faculty and librarians in decision-making processes.

Under the current governance system (Option One), faculty and librarians have "fundamental and unique responsibilities in matters affecting the academic well-being of the several State Colleges." This is a broad jurisdiction.

As sought by the BHE and the presidents (Option Two), faculty and librarians could be limited to "decisions concerning the curriculum, academic policies, graduate education, library services and academic reorganization." This is circumscribed. It is limited to five areas.

A vote for Option One would preserve expansive faculty-librarians jurisdiction in governance.

Trouble on the Horizon?

Last June Gov. **Mitt Romney** demanded, under threat of rejecting our ratified contract, that the MSCA agree not to arbitrate governance recommendations. To keep our contract funding proposal alive, the MSCA accepted this demand. But why was it

made? What proposals are being planned that the governor doesn't want the MSCA to arbitrate?

We saw what the governor tried to do in 2003 when he called for campus mergers and drastic program changes. Does he have more such plans? Do you believe that the governor has the best interests of the faculty, librarians, or students in mind?

If we give up what has worked well for our campus communities, we become more vulnerable to irresponsible and politically-motivated actions.

Who Benefits from Turmoil?

What will happen if Option Two—to choose a new system of governance—is selected? According to the agreement, the college president will call faculty and librarians to a meeting, at which they will agree on the creation of a steering committee. This steering committee would then be charged with proposing new forums and procedures for governance, which would then be presented back to faculty and librarians in another referendum in coming months.

In the very selection of Option Two, however, the legitimacy of the power of the faculty and librarians in governance would be undermined.

Furthermore, this process would require enormous time and energy. A complete overhaul of governance could well become contentious and divisive, and thus prove to be a consuming distraction from important issues and challenges faced by each campus.

Wouldn't the confusion surrounding Option Two be a perfect time for the governor, or the BHE, or individual presidents, to carry out major changes in the state colleges—changes that might not be in the best interests of faculty and librarians?

Why Fix Something That's Not Broken?

State college faculty and librarians, as well as accreditation agencies and a neutral arbitrator, don't think the current governance system is broken. In fact, our shared governance has been cited in several accreditation reports as balanced and effective.

Shared governance requires hard work and dedication, as do all democratic processes. We have experienced thirty years of successful shared governance with the system that is in place currently.

That's why the MSCA Board of Directors has voted unanimously to recommend that you vote for Option One in the referendum to be held on February 8 and 9 (for Mass Maritime only, on March 22 and 23). Renew your commitment and your union's commitment to a tried and true system of shared governance.

Vote for Option One - Preserve Our Voice in Education.

—*Patricia V. Markunas, MSCA President, for the MSCA Board of Directors*

QUOTES OF NOTE

It's Time to Close the Gap in Faculty Salaries

What State College Presidents, Trustees and Others Said About the 2004 Faculty Salary Study

"As we survey our campuses with regard to recent faculty hiring patterns, we have found that campuses have reported as high as 1/3rd refusal rate of otherwise successful faculty candidates to relocate to Massachusetts due to low salary/high cost of living factors. Additionally, we are losing existing faculty to lower cost of living states at an accelerating rate... Our faculty are the indispensable molders of the thousands of minds that will help shape the future of the Massachusetts economy. We hope that you will agree that in investing in our faculty, in our State Colleges, and in public higher education more generally, we are investing in our own future as a State."

— **Letter to Governor Romney**
Signed by all nine State College Presidents and Trustee Chairs, September 28, 2004

"These disturbing numbers call into question our future competitiveness as a state... How can we continue to compete for the best faculty to educate our students and future workforce when we don't pay them what they're worth."

— **Pablo Nyarady**
Trustee, Westfield State College
Press Release, September 28, 2004

"Low faculty salaries are really starting to impact our ability to recruit and retain the best teachers and scholars... On some of our campuses, as many as one-third of recent faculty searches have failed due to low salary and the high cost of living in Massachusetts, especially for housing."

— **Dana Mohler-Faria**
President, Bridgewater State College
Press Release, September 28, 2004

"I look at this less as an issue of raising salaries and more as an issue of providing the highest quality education for our students... The failure to adequately compensate our faculty only compounds the low budgetary priority we already accord public higher education in this state."

— **Deirdre Sartorelli**
Trustee, Salem State College
Press Release, September 28, 2004

"Relatively low faculty salaries seriously damage what would otherwise be a rising level of morale on our campus. They greatly hinder our ability to attract, recruit and retain new faculty members. And perhaps most important of all, they dampen the true spirit of excellence for which all of our faculty members have been so essential in establishing... The COP could not be taking this issue more seriously. As I've said on numerous occasions, the establishment of faculty salary equity, along with securing the full payment of the retroactive package of our APA and AFSCME employees, are our highest priorities for this academic year."

— **Dana Mohler-Faria**
President, Bridgewater State College
Email Message, September 27, 2004

"The study reflects the presidents' continuing support for the faculty as they seek a fair financial resolution in the currently-stalled contract talks."

— **Robert Antonucci**
President, Fitchburg State College
Email Message, September 28, 2004

"I am delighted that this new data is available to help us build the case that a fair and equitable salary offer from the Administration and the BHE must be of urgent concern to all who depend upon public higher education in Massachusetts."

— **Kay Sloan**
President, Massachusetts College of Art
Email Message, September 28, 2004

"At MCLA, we are fortunate to have a highly qualified and dedicated faculty. Unfortunately their salaries do not reflect their good work, nor are they competitive with national salary levels. For public higher education to remain competitive and to continue to serve our

students and communities with distinction, we must find ways to invest in our most valuable resources – our faculty and staff... Thank you for all that you do and please know that we will continue to do all that we can to advocate on your behalf."

— **Mary Grant**
President, Massachusetts College of Liberal Arts
Email Message, September 28, 2004

"Faculty are substantially underpaid in comparison to their peers at public colleges in other leading industrial states. The Council of Presidents fully supports increasing faculty salaries and has requested a meeting with the Governor to discuss the study and possible solutions to the disparities identified in the report."

— **Janelle C. Ashley**
President, Worcester State College
Email Message, September 28, 2004

"I feel that it is important for the entire college community to have access to this information immediately as it supports our position that our faculty and librarians are not currently compensated at a nationally competitive level. This study takes into account the high cost of living in Massachusetts, a situation that further exacerbates our challenge at attract and retain high quality faculty on our campuses... Please be assured that I fully support fairness and equity for all members of our campus community and will keep you apprised of any updates as they become available."

— **Nancy D. Harrington**
President, Salem State College
Email Message, September 28, 2004

"While I am hopeful that the parties can reach a resolution soon, it is unlikely to happen before the November elections. In the interim, please express your satisfaction to those faculty, administrators and classified employees who, despite the distractions of contract fights, continue to give their very best service to the customers who come to this college seeking the very best "Maritime Academy" education available in America. We are the best because of them...not the buildings, the new ship or the new equipment."

— **Richard Gurnon**
President, Massachusetts Maritime Academy
Email Message, September 29, 2004

"These disturbing numbers call into question our future competitiveness as a state... More than any other state, Massachusetts depends on its public colleges to maintain our leadership in high technology, finance and other fields."

— **Peter Alcock**
Trustee, Fitchburg State College
Fitchburg Sentinel Article, September 30, 2004

"We have people who've been here a long time who deserve to be paid a competitive salary... Attracting and retaining the best professors — by providing competitive compensation — is at the core of our colleges' ability to succeed in educating the future working professionals of the Commonwealth."

— **Robert Antonucci**
President, Fitchburg State College
Fitchburg Sentinel Article, September 30, 2004

"We have done more with less for a long time and it's time the state recognizes that and pays our people what they deserve."

— **Barry Maloney**
Vice President, Westfield State College
The Republican Article, September 30, 2004

"It's a real culture shock when someone comes from another state. I've had faculty who come to me and they're excited, they're energized, they want to come here – and then they go house-shopping with their wife and they tell me they can't afford to come here."

— **Diane Lapkin**
Vice-President, Salem State College
Salem News Article, September 30, 2004

"I've got fantastic faculty, but I think they deserve to be paid comparably to their colleagues in other states... The loss over the years – if you don't move quickly, the effect could be devastating."

— **Nancy D. Harrington**
President, Salem State College
Salem News Article, September 30, 2004

"I do want you to know that the presidents are all concerned about pay equity and a fair contract for faculty... My hope is that we will find the common ground that will give us the strength to bring the issues of pay equity and contract negotiations to a successful conclusion."

— **Dana Mohler-Faria**
President, Bridgewater State College
Email Message, October 5, 2004

"Over time, I believe the salary gap between our people and similar, public college, unionized, faculty in high cost of living states, will be closed. BHE and the college presidents all believe that is the right thing to do."

— **Richard Gurnon**
President, Massachusetts Maritime Academy
Email Message, October 23, 2004

"Warding off private institutions has always been a problem for state universities. But it has become particularly acute as the financial disparity between the two types has deepened in recent years... The divide has affected the quality of undergraduate education and research at public universities."

— *The Chronicle of Higher Education*
Article by **Piper Fogg**
November 12, 2004

"Faculty salaries at the state colleges are dangerously low compared to those of our peers throughout the nation... More and more of our first (and even second and third) choice candidates are turning us down solely on the grounds of inadequate compensation. And as we are forced to reach ever deeper into the pools of candidates, our ability to offer students an education of the highest quality is threatened... Low salaries have led many of our most exemplary tenured faculty to leave Massachusetts and work for public institutions in states that could best be described as our chief economic competitors... Every provost and every dean on each of our campuses can share with you a story of a terrific faculty member who had no choice but to go elsewhere because of financial duress."

— **Dana Mohler-Faria**
President, Bridgewater State College
Testimony, December 7, 2004

"One particular element for the State Colleges deserves special mention: moving average faculty salaries at least to the national average... We do hope to address this growing problem that seems to be more of an issue for the state colleges than for our sister segments. If this issue is not addressed soon we will continue to lose well-qualified faculty and our ability to remain competitive in recruiting the best and brightest to our ranks will rapidly diminish."

— **Frederick Clark**
Executive Officer, Council of Presidents
Testimony, March 8, 2005

"This issue of compensation for faculty has been, and will continue to be, the number one issue on my agenda as we move forward. The renewed, positive focus on public higher education expressed through the Senate Task Force on Higher Education Report gives me hope that serious issues in public higher education may finally be addressed. This is an opportunity we must seize to put our issues and concerns in front of those who can do something about them."

— **Dana Mohler-Faria**
President, Bridgewater State College
Email Message, March 31, 2005

PRESIDENT'S MESSAGE

**A Principled Way to Honor the Contract:
Compensate Faculty and Librarians Fairly and Equitably**

Patricia V. Markunas

In September 2004, the state college Council of Presidents released its 2003-04 Faculty Salary Study with widespread distribution on the campuses and extensive media coverage. A significant finding of the Study was that the gap in salaries between state college faculty and those at peer institutions increased with academic rank. This finding demonstrated that the current state college faculty salary structure penalizes seniority and negates academic credentials.

The reason for this negative relationship between salary and seniority can be found in the table at the bottom of page four. The most senior group of faculty and librarians have endured six to ten years of "zero" comprehensive pay increases over their state college careers.

On the opposite page are highlights from various public communications that the presidents used to publicize their belief that the issue of faculty salaries represented a "crisis" that threatened the quality of education offered to students of the state colleges. In fact, the crisis in salaries extended across all campus employee groups, including the presidents themselves.

One rationale offered by the COP Chairperson at

the time, President Mohler-Faria, for the Board of Higher Education to study and increase presidential salaries was to provide "an opportunity for the presidents to stand up and make a powerful statement about the value of our faculty and the need to provide fair and equitable compensation to a group that represent the heart and soul of our institutions." And indeed, presidential salaries were reviewed and increased substantially, as demonstrated below.

At its meeting of November 4, 2005, the MSCA Board of Directors voted unanimously to support the following motion and distribute it to the college presidents and academic vice presidents:

The MSCA Board of Directors affirms our long-standing position that state college faculty and librarians deserve to be paid salaries at least comparable to salaries of faculty and librarians at peer institutions; and further, that the Board urges the state college presidents and academic vice presidents to use this principle to maximize post-tenure review moneys and distribute 6% pay raises to all eligible post-tenure review candidates.

The letter sent to the presidents and vice presidents is posted on the website <www.mscaunion.org>.

We believe that every vice president and president can make a principled case for finding all Alternative One faculty and librarians to be "exemplary." The parties agreed that this post-tenure review system has no cap on "exemplaries." The parties agreed that there is no maximum pool of money available for post-tenure review increases and these awards are not a "zero sum" pool. The parties acknowledged that all Alternative One candidates could receive 6% increases.

Granting those increases would be a principled way to honor the contract. It would send a powerful message to the faculty and librarians, to our students, and to the community as a whole that the presidents' assertions on the opposite page were not a sham — that state college service is valued by our college presidents and vice presidents, and that they will do everything in their power to ensure that this service is compensated fairly and equitably.

To do otherwise would be unprincipled and demoralizing. Surely the individuals who are the "heart and soul" of our institutions deserve better.

**QUOTES OF NOTE II
Presidents' Salaries
Boosted While Faculty
Salaries Lag**

"We have become so totally noncompetitive over the last few years, all the way from the president to the lowest paid employee... We're not even in the same ballpark as other states."

— Lindsay Norman
President, Mass Bay Community College
Metrowest Daily News Article, August 5, 2004

"The longer you delay, the less competitive you become... The goal is to remain competitive every year, not just in fits and starts... We have a general sense we're not at a competitive level for faculty, either."

— Frederick Clark
Executive Officer, Council of Presidents
Metrowest Daily News Article, August 5, 2004

"The level of success and the reputation of any institution of higher education have a direct correlation to the quality and commitment of its faculty. In Massachusetts we've demonstrated quality and productivity from our faculty without fair and equitable compensation. This must stop! As we move through the next decade, with the retirement of so many baby-boomers, the competition for highly qualified faculty will be intense. Unless we address the issue of compensation we will not be able to compete in this arena. In addition, we will likely lose highly qualified faculty who are currently employed at these institutions. Add the high costs of living in this region and you have a recipe for disaster... I actually see this issue of presidential compensation as an opportunity for the presidents to stand up and make a powerful statement about the value of our faculty and the need to provide fair and equitable compensation to a group that represent the heart and soul of our institutions."

— Dana Mohler-Faria
President, Bridgewater State College
Email Message, August 6, 2004

"The union has always supported the notion that people should be paid what their peers are paid... Do I begrudge Nancy Harrington's 19 percent pay increase? No. On the other hand, we're underpaid almost as much."

— Patricia V. Markunas
MSCA President
Salem News Article, September 20, 2005

2005 BHE Chancellor & State College Presidential Salaries

Name & Institution	Old Salary	New/Current Salary	Pay Raise	%
Dr. Judith I. Gill Chancellor, BHE		\$181,000		
Dr. Dana Mohler-Faria Bridgewater State College	\$158,000	\$188,590	\$30,590	19%
Dr. Robert Antonucci Fitchburg State College	\$165,000	\$186,750	\$21,750	13%
Dr. Helen Heineman ¹ Framingham State College	\$186,087	\$186,087		
Dr. Katherine Sloan Massachusetts College of Art	\$175,000	\$194,775	\$19,775	11%
Dr. Mary Grant Massachusetts College of Liberal Arts	\$140,000	\$166,600	\$26,600	19%
Admiral Richard Gurnon ² Massachusetts Maritime Academy	\$140,000	\$140,000		
Dr. Nancy Harrington Salem State College	\$161,195	\$192,617	\$31,422	20%
Dr. Vicky Carwein Westfield State College	\$163,000	\$178,500	\$15,500	10%
Dr. Janelle Ashley Worcester State College	\$156,001	\$170,000	\$13,999	9%
STATE COLLEGE AVERAGE	\$160,476	\$178,213	\$22,805	14%

¹ Retirement announced for January 1, 2006; no increase scheduled.

² Appointment July 10, 2005; no increase scheduled.

NEWS FROM THE NATIONAL EDUCATION ASSOCIATION

NEA Launches Campaign for Professional Wages

Representing more than 2.7 million educators, the NEA has launched a national initiative to gain professional, competitive pay for K-12 teachers, higher education faculty and staff, and support professionals.

"It's time to even out the odds on campus," stated the *NEA Higher Education Advocate* in its December issue. "On top of other pay inequities . . . public sector higher education faculty increasingly find themselves paid less than private sector colleagues," which results in a brain drain to better-paying institutions.

The report also cited inadequate pay levels and poor teaching conditions for adjunct faculty. For more on NEA's campaign for equitable compensation, visit the website: <www.nea.org/pay>.

Call for Papers on "The Academy at Work"

The review panel of *Thought & Action* invites submissions for a Special Focus section in the 2006 edition on the theme: "The Academy at Work." The deadline is March 15.

Many questions surround the academy as a workplace in the early years of the 21st century. The traditional full-time, tenured professorship as an employment category has been in steep decline for decades, while lower-paying academic staff positions and the campus contingent workforce grow.

But issues of pay, benefits, and job security—while crucially important to the quality of life of those who work in higher education—are only part of the picture. Equally important are questions involving academic work itself. How we teach and whom we teach can no longer be taken for granted. Legislators, pundits, and the media question the effectiveness of college teaching in general. Forces outside the academy propose performance standards for the college classroom. Accountability measures enacted by some legislatures are little more than transparent attempts to weaken the autonomy professors have traditionally had in their work. Politicians and college administrators increasingly challenge the tradition of shared governance, while proprietary and for-profit institutions put forth an entirely new model for academic work. Within the academy itself, proponents of new approaches to teaching question the efficacy of traditional teaching strategies.

For the 2006 *Thought & Action* we are looking for manuscripts that address questions such as: What have we in the academy done on our own behalf to strengthen the academic professions? What should we be doing to help shape the academy's future?

For more information, contact Con Lehane, Editor, NEA Higher Education Publications, 1201 16th Street, N.W., Washington, DC 20036-3290, or by email at <clehane@nea.org>. Submission guidelines are available at <www.nea.org/he/taguid.html>.

MSCA Perspective

A publication of the Massachusetts State College Association, the faculty and librarian union for the nine state colleges in Massachusetts.

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www.nea.org

Nominations Open for 2006 NEA Representative Assembly

The 2006 Representative Assembly of the National Education Association will be held July 1 - 6 in Orlando, Florida.

All MSCA members who are in good standing on January 15, 2006, and who pay their dues to the NEA through the appropriate MSCA Chapter, may seek election as MSCA local association delegates to the NEA-RA. Stipends may be available to assist with travel expenses.

Only members who pay their dues to NEA through the appropriate MSCA Chapter will be entitled to vote in the election for MSCA delegates to the NEA-RA. Members teaching in day or DCGE who pay dues to NEA through another MTA local association (e.g., MCCC, APA, or a K-12 local) may seek election as a local association delegate only through that association and will be entitled to vote only in that association's election.

Individuals who join NEA through MSCA or another local association after January 15, 2006,

will not be eligible to seek election as a delegate to the 2006 NEA-RA.

The specific number of delegates allocated to the MSCA will be established after January 15, 2006. The specific number of seats will be sent to all candidates and will appear on the ballot, if a run-off election is necessary. The election timetable follows:

- Nomination deadline: February 28, 5:00 p.m., regardless of postmark or indicated fax time.
- Ballots mailed: week of March 15.
- Ballots return deadline: April 1, 5:00 p.m.

Questions should be directed to:

Nancy George, MSCA Secretary
Salem State College
352 Lafayette Street
Salem, MA 01970
(978) 542-7182
(978) 542-7284 FAX
nancy.george@salemstate.edu

NEA NOMINATION FORM: DEADLINE - FEBRUARY 28, 2006

Name of Candidate (Please Print) _____

Institution Affiliation _____

I wish to place my name in nomination as a candidate for MSCA delegate to the 2006 NEA Representative Assembly.

Signature _____ Date _____

Please attach a biography statement (not to exceed 50 words)

Send completed form to:

Nancy George,
MSCA Secretary
Salem State College
352 Lafayette Street
Salem, MA 01970

History of Across-the-Board Salary Increases for the MSCA Day Bargaining Unit

FY 78	\$400 + 3%	FY 93	6% + 7.25%
FY 79	\$250 or 2.5 % + \$525	FY 94	-0-
FY 80	2.7% + \$600	FY 95	-0-
FY 81	\$1,350 + \$590	FY 96	2.5%
FY 82	6.5% + \$760	FY 97	3% + 1.75%
FY 83	6.5% + \$835	FY 98	2.5% + 1.75%
FY 84	4% (as flat \$) + \$200	FY 99	3%
FY 85	4% + 2% (as flat \$)	FY 00	3%
FY 86	3.5% + 3.5% (as flat \$)	FY 01	Variable amounts - est. average 10%
FY 87	4% (as flat \$)	FY 02	3% + .75%
FY 88	4% (as flat \$)	FY 03	2.5% + .75%
FY 89	5%	FY 04	-0-
FY 90	-0-	FY 05	Variable amounts - average 4%
FY 91	-0-	FY 06	Variable amounts - average 4%
FY 92	-0-	FY 07	Variable amounts - average 4%

This table shows the across-the-board pay increases received by full-time members of the MSCA day bargaining unit since the unit was organized in 1978. Several years of no pay increases preceded the MSCA's organization as well.

This table does not include substantial pay increases that were not paid across-the-board. For example, pay increases for promotions effective in each year above were paid, even when there was no across-the-board increase that year. Other examples of non-comprehensive pay increases include equity and minimal salary formula adjustments made between 1986 and the present; longevity adjustments; and some merit increases (e.g. Departmental and Academic Performance Awards, College Citations for Meritorious Service) that were paid on the base.

The current agreement includes potential merit increases paid on the base of 3% or 6% for approximately 25% of the tenured faculty and librarians in each of the next four years.

The faculty and librarians have suffered enough "zero" pay increases over their careers. They do not deserve to be "awarded" another one by the state college presidents and vice presidents.

— PVM