

Equity Issues Top Priority for Upcoming Negotiations

MSCA Day Bargaining Committee



Photo by Sarah Nathan

The MSCA Bargaining Committee meets to finalize the initial proposal. Seated, l-r: Amy Everitt (Salem), Glenn Pavlicek (Bridgewater), C. J. O'Donnell (Mass Maritime – Chairperson) and Deb Foss (MCLA alternate). Standing, l-r: Ann Mrvica (Fitchburg), Susan Dargan (Framingham), Sam Schlosberg (Mass Art), Pat Markunas (MSCA President), Donna Sirutis (MTA Consultant) and Cheryl Stanley (Westfield). Not pictured: Len Paolillo (MCLA) and Dan Shartin (Worcester).

As members know, the current collective bargaining agreement expires on June 30, 2008. The MSCA Board of Directors approved the initial proposal for negotiations for the 2008-2011 contract, which commenced on February 4.

As part of our preparation for this round of negotiations, we conducted an on-line survey of MSCA faculty and librarians. We thank the 600 plus members who responded, nearly half of whom provided written comments and suggestions. Rest assured that the survey results and your written comments were reviewed by the team. Every suggestion relating to bargaining was weighed for possible inclusion in the initial proposal.

What emerged loud and clear from your written comments was the importance of assuring equity in salaries, benefits and working conditions. You felt strongly that such equity should exist not only within the state college bargaining unit of faculty and librarians, but also in comparison to other unions in Massachusetts as well as to our peers nationwide.

Issues related to salary have always been the most important in our bargaining surveys; this year, strategies to address salary inversion and compression among the full-time membership topped the list of priorities. Achieving salary parity with our national peers emerged as a related high priority. The team has set three long-term goals in this regard: state college faculty and librarian salaries no lower than the 75th percentile of our peers; no rejection of job offers at the state colleges for financial reasons; and no loss of faculty and librarians already employed at the state colleges for financial reasons.

Your written comments stressed equity issues in term of workload, particularly regarding responsibilities such as laboratory and studio courses, working

with directed study students, and supervising student teaching. Such responsibilities need to be reviewed so that adjustments can be proposed to provide appropriate workload credit. Disparities in class enrollments and academic advising workloads need to be addressed. The workload of librarians has changed as we have moved into the Information Age, and these changes need to be reflected in any new contract, as well.

We also heard from part-time faculty and full-time temporary faculty about the need for better pay and benefits, continuity of employment, opportunities for tenure-track positions, improvements in the physical environment and increased professional support. Part-time faculty saw group health insurance and retirement benefits as their greatest need; while this cannot be accomplished at the bargaining table, other improvements can be.

We researched other Massachusetts unionized employee contracts and noted better benefits and leave provisions. We will address equity in parental and family, sabbaticals and retirement incentives.

We most appreciated the messages of support and understanding we received from you. It is heartening to know that you understand that we are not the obstacles to equitable salaries, benefits and working conditions for you and your colleagues, but that these changes and improvements must come with the agreement of and enactment by representatives of management. Most priorities listed above are not new ones, but the overall message of equity in their pursuit is stronger than ever before.

Updates about negotiations will be sent to the campuses and posted on the MSCA website <www.mscaunion.org>.

MSCA Officers Election Ballots to be Mailed to Members' Homes March 13

Four candidates have been certified to run for MSCA office. Statements from each candidate appear on page 3.

Election Calendar

- **March 13.** Ballots will be mailed to all eligible union members at their home addresses by the Labor Guild (the Supervising Agency) using the double envelope system (specific date to be determined in consultation with the Guild).
- **March 15.** Date by which dues must be paid for an MSCA member to be eligible to vote, as determined by Articles III(2) and IV(2d) of the MSCA Constitution.
- **April 3.** Date by which all ballots must be received by the Labor Guild, no later than 5:00 PM regardless of postmark.
- **April 4.** Date by which ballots will be counted and Certified Candidates will be notified of election results by the Nominations and Elections Supervisor.
- **April 10.** Date by which written challenges must be received by the Nominations and Elections Supervisor, by 5:00 PM, and submitted to the Arbitrator by the next business day.
- **April 18.** Date by which all written challenges to the Election shall have been heard and adjudicated by the Arbitrator.
- **April 26.** MSCA Delegate Assembly Nominations and Elections Supervisor reports official Election results to the Delegate Assembly.

Have You Moved Since 2006?

If your home address has changed since the 2006 officers election, please send your new address to:

Glenn Pavlicek, MSCA Treasurer
c/o Bridgewater State College
91 Burrill Avenue
Bridgewater, MA 02325
glenn.pavlicek@comcast.net

DID YOU KNOW... About APRs?

Margaret Vaughan, chair
MSCA Grievance Committee



Margaret Vaughan

It is important to ensure that your alternative professional responsibilities are evaluated. While it is management's responsibility to evaluate you, you cannot assume this will happen, especially in a timely manner. The lack of APR evaluations does not work to your benefit.

In granting APRs, the academic vice president must identify a person who will evaluate your alternative activities. These APR evaluations are an important part of your evaluation portfolio. Delinquent or absent APR evaluations can weaken your application for personnel action, such as re-appointment, tenure, promotion, and post-tenure review. Thus, know who your APR evaluator is and make sure he or she submits your evaluation directly to you and your department chair when it is completed.

“Although not required, a report on your professional responsibilities to your evaluator and department chair is a good idea.”

If your APR is for a semester, then an evaluation should be submitted to your chair by the end of the semester following. If your APR is for a year, then an evaluation should be submitted to the chair “as promptly as is practicable” at the end of the academic year. If your APR is expected to be longer than an academic year, and you are untenured, an evaluation should be submitted annually.

Although not required, a report on your professional responsibilities to your evaluator and department chair is a good idea. The report can serve as a catalyst to facilitate the evaluation of your APR and it can stand as a part of your evaluation materials submitted for personnel action.

For a complete review of APRs see Article XII (Workload, Scheduling and Course Assignments), pages 205-206 and Article VIII.A.1.b.iii—(Evaluation), pages 93-94 of the 2004-2007 collective bargaining agreement. Copies of the CBA are available in your chapter office as well as on the MSCA website <www.mccaunion.org>.

—Margaret Vaughan is a professor of psychology at Salem State College.

Report on the Search for a Chancellor

Peter Hogan

Perhaps to keep me on my toes during my sabbatical, President Pat Markunas asked if I would represent state college faculty and librarians on a search committee to find a new chancellor of higher education. It sounded worthwhile, so I said yes.

Our first meeting was Jan. 18 in Boston, convened by new BHE Chairman Fred Clark. Fred has set up a committee with broad representation. I found myself sitting next to Jack Wilson, president of the University of Massachusetts, and opposite Bob Antonucci, president of Fitchburg State, plus several other state higher education luminaries. We have Jake Oliveira, a political science major at Framingham State, eloquently representing student concerns.

The committee covered a few procedural issues before getting down to the nitty-gritty. The consensus was that we want a strong advocate for public higher education across the Commonwealth. The main challenge for us, we agreed, was that Governor Patrick has filed a bill, in accordance with Article 87 of the Massachusetts Constitution, which, if it passes, will change how education is managed at the top. [See related story on page four.] So we will have to wait and see.

Meanwhile, I am interested in hearing the views of MSCA members regarding what they would like to see in a new chancellor of higher education. Please contact me by e-mail at <theakboy@excite.com>.

—Peter Hogan is a professor of psychology at Fitchburg State College. He served for several years on the MSCA Board of Directors as Fitchburg chapter president and vice president.

Nominations Open for 2008 NEA Representative Assembly

The 2008 Representative Assembly of the National Education Association will be held July 1 - 6, 2008 in Washington, D.C.

All MSCA members who are in good standing on January 15, 2008, 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 and housing 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, 2008,

will not be eligible to seek election as a delegate to the 2008 NEA-RA.

The specific number of delegates allocated to the MSCA will be established after January 15, 2008. 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: March 10, 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 - MARCH 10, 2008

Name of Candidate (Please Print) _____

Institution Affiliation _____

I wish to place my name in nomination as a candidate for MSCA delegate to the 2008 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

MSCA Perspective

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www.nea.org

RETIREMENT CONSULTATIONS

MSCA's parent union, the Massachusetts Teachers Association, offers free consultations to retiring members.

Individual, confidential consultations are available on designated Saturdays in locations throughout the state. No appointment is necessary; just show up and wait your turn.

Scheduled individual appointments may also be made with an MTA retirement consultant at the Boston MTA office, at 20 Ashburton Place, on Tuesdays, Wednesdays and Thursdays.

STATEMENTS OF CANDIDATES FOR MSCA OFFICE

Christopher J. O'Donnell, Candidate for President



I seek the office of MSCA President to enhance the professional lives and advance the interests of the State College faculty and librarians. I have seen dramatic changes within MSCA and the State Colleges since joining the ranks in March 1993. I look forward to working with you and continuing our progress as a union of professionals dedicated to public higher education.

As the Vice President I have worked with the Chapter Presidents and statewide officers, particularly on the negotiation, implementation and enforcement of the collective bargaining agreements. I served on the Employee Relations Committee for six years. I chaired the Salary Database Committee for seven years, the DGCE Bargaining Committee for four years and the day

Bargaining Committee for two years. Prior to my election as VP in 2006, I served as Chapter President at the Massachusetts Maritime Academy for eight years. I was a member of the Joint Committee for the Study of Salaries – the committee charged with making recommendations to rectify salary inversion and compression.

I have dealt with State College presidents, Academic Vice Presidents, and Human Resource Directors. I have met with state legislators and members of the Board of Higher Education on MSCA issues.

Among my goals and priorities for the MSCA will be:

- to eliminate salary inversion and compression among the full-time faculty and librarians and to prevent its recurrence,

- to secure group health insurance and retirement benefits for part-time and DGCE faculty,
- to work with other union leaders to enhance common benefits while preventing the erosion of others (e.g., dental and vision care, health insurance premium percentages, co-pays),
- to eliminate the Social Security offsets,
- to improve the Optional Retirement Program, and
- to elect candidates who understand the importance of public higher education in the Commonwealth and who will champion it within state government.

I ask for your help in achieving our common goals and for your vote this spring.

Amy L. Everitt, Candidate for Vice President

We are embarking on interesting times with issues such as bargaining, restructuring of the state's educational system, and the question of university status looming in the future. The MSCA must maintain a strong presence and voice to assure that the decisions that are being made are in the best interest of our members, students, and educational mission.

As President of the Salem Chapter of the MSCA, I have had the opportunity to meet and work with many fine leaders from each of the nine campuses. I know that we are a strong organization thanks to the contributions made by these leaders and their members. I believe that the MSCA statewide of-

ficers are the "stewards" of what is good about the State College system. If elected, my main goal as Vice President would be to support our MSCA President in any duties deemed necessary for the good of the organization and its membership.

My leadership experience includes serving as the Chair of the Sport, Fitness & Leisure Studies Department, a large major with approximately 275 students; Program Director for Salem's nationally accredited Athletic Training Education program; member of the statewide MSCA Elections Committee; member of the MSCA Bargaining Committee; and past Vice President of the Salem Chapter for six years.

Perhaps my greatest asset is my passion for public higher education. I am a product of a state education, receiving my Bachelor of Science, Master of Education, and Doctor of Education from public institutions. I can think of no better way to give back to public higher education than to ensure that the faculty and librarians at our nine state colleges receive the salaries, resources and facilities they need to provide a quality education for our students.

I look forward to meeting members at any upcoming candidate forums and I hope that you will consider supporting me as the next MSCA Vice President.



Nancy George, Candidate for Secretary

Over the course of my career, I have served in leadership positions in professional/employee organizations at academic institutions and within numerous national and regional professional librarian associations.

Before arriving at Salem State College I represented my fellow employees on university councils, on which I fought for improved employee benefits, working conditions and salaries.

After arriving at Salem State College, I focused my efforts to create positive changes in faculty members' and librarians' work lives through my activities in the MSCA. After having worked at institutions without faculty/librarian unions, I appreciate

the fact that we have a union and am proud to be an active member of the MSCA.

Currently I am the MSCA Secretary and Webmaster, chair of the Librarians Committee, and the MSCA Salem Chapter Director. As MSCA Secretary I produce high quality minutes within 24 hours of each meeting. I am a strong supporter of academic freedom, faculty/librarian tenure, and the need to improve faculty/librarian working conditions and salary inequities.

The closure of the Salem State College Library, due to possible structural problems, has reinforced my desire for us to be especially

vocal about faculty/librarian safety in the workplace. We cannot allow our buildings to decay, laboratories to become outdated, and other environmental problems to get out of hand until college buildings are no longer habitable. There must be a push for capital improvements on all campuses or there will be more instances like the Salem State College Library closure.

With years of experience, a strong sense of responsibility, and dedication to the MSCA, I am well qualified to continue serving as your secretary. Thank you for considering my candidacy and I very much appreciate your vote.

Glenn Pavlicek, Candidate for Treasurer

I wish to thank the members of the MSCA for allowing me to serve as your Treasurer for the last two years and ask for your support for another term.

The Treasurer's job is a complex one. Our staff (myself and two assistants, Ms. Melissa Beatty and Ms. Brenda Pearsull) maintains the membership records for nearly 3000 full- and part-time faculty and librarians in the State College system and coordinates this information with MTA and NEA. We work with the Human Resources offices at the nine campuses as well as with the Board of Higher Education and the Office of Employee Management of the Commonwealth to track faculty hiring, retirements, teaching loads, job changes and

other data to get as accurate as possible a picture of our changing membership.

We serve as a Human Resources Office ourselves, managing the payroll of the MSCA secretarial staff at the campuses, including payroll and unemployment taxes, social security and Federal and State filings that come with being an employer.

Our office prepares the annual MSCA budget and dues recommendations for the Delegate Assembly and manages the investment holdings of the organization. During the last two years, owing to changes in the dues structure, we have assumed the duties of invoicing and collecting dues from part-time faculty across the state.

The task has been challenging, but rewarding. Our Association is in excellent shape, both financially and in terms of the accuracy of our membership information. We now exchange data electronically both with the Commonwealth and with MTA/NEA. Our payroll services are handled in-house, saving us from paying outside vendors to perform them. The only work that our office contracts out is the annual audit.

It has been my privilege to serve on the Bridgewater Executive Committee for nearly twenty years, including seven years as Chapter President. I am proud to have served as your Treasurer and I respectfully ask for your support to continue working on your behalf.





Photo by Bob B. Duffy

MTA President Anne Wass makes a point during her testimony as Tom Gosnell, president of AFT Massachusetts, looks on.

New Secretary of Education Position Created

Brett M. Rhyne, Perspective editor

BOSTON — The Legislature approved by a wide margin Governor Deval Patrick's proposal to create a cabinet-level education secretary position and to reorganize the state's educational apparatus. The \$1.5 million proposal was voted on the week of Feb. 4 and now awaits Patrick's signature.

The plan's passing was quick action on the part of legislators, who heard testimony in support of the proposal from Patrick and a number of labor and educational leaders Jan. 29.

"We need a structure that provides comprehensive accountability," Patrick said. "With this, we're creating a vessel to receive and implement recommendations" to improve the education of all students.

Patrick stressed that the new position would not duplicate any existing roles, but instead would serve a coordinating function among the three existing educational oversight entities: the Department of Early Education and Care; the Department of Education, to be renamed the Department of Elementary and Secondary Education; and the Board of Higher Education, to

be recreated as a Department of Higher Education.

The proposal, HR4488, would add two seats to each of the three boards. The education secretary would sit on the boards but would not chair any of them.

In her testimony, Massachusetts Teachers Association President Anne Wass said HR4488 "strikes a good balance that addresses many of our concerns about making the three boards of education more representative and responsive to the stakeholders and citizens."

"Establishing a secretary with budget and planning oversight over all three sectors," she went on to say, "should help bring about much-needed coordination."

Patrick's top education adviser, Bridgewater State College President Dana Mohler-Faria, followed Patrick's overview with a more detailed discussion of HR4488. He stressed the goal of providing Massachusetts students continuity throughout their education.

"Most importantly," he said, "the proposal would create a seamless, direct path from pre-K through higher ed and beyond."

As soon as word leaked out that Patrick hoped to create a secretary of education, during the week of Jan. 7, Mohler-Faria was considered a prime candidate for the job. To date, neither Patrick nor Mohler-Faria have commented publicly on the potential appointment.

But Frederick W. Clark, chairman of the Board of Higher Education and a longtime associate of Mohler-Faria's — Clark was a Bridgewater State trustee — downplayed the possibility.

Mohler-Faria, he said, "is not interested in the position, in my opinion." While careful to say he was not privy to Mohler-Faria's thoughts on the matter, Clark believed Mohler-Faria "would like to go back to Bridgewater and apply what he's learned" as adviser to the governor.

Patrick presented HR4488 to the Joint Committee on State Administration and Regulatory Oversight, the members of which were joined by legislators from the Joint Committees on both Education and Higher Education.

On the whole, legislators received Patrick's proposal enthusiastically. Representative William Brownsberger (D-Belmont) was the first to respond, pledging his support and offering Patrick his congratulations. Chairman Antonio F.D. Cabral (D-New Bedford) then asked if anyone else had comments for the governor.

"Other comments in that spirit would be welcome," Patrick interjected, getting a laugh from the 100 people in attendance.

Once Patrick signs HR4488, it will become law March 10.



Photo by Brett Rhyne

Governor Deval Patrick presents HR4488 to the Joint Committee on State Administration and Regulatory Oversight.

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MSCA Board Meetings, 2007-08

Regular meetings of the MSCA Board of Directors begin at 10:00 a.m. and usually adjourn around 3:00 p.m. Meetings are open to all MSCA members in good standing—full-time, part-time and DGCE. Time is set aside on the agenda each month for visiting speakers. If you are an MSCA member and wish to address the Board on an issue of concern, please contact the MSCA President's Office <Pmarkunas@aol.com> to request a place on the agenda or with any other question about Board meetings.

February 1
Framingham State College
Campus Center – 1839 Room

February 29
Framingham State College
Campus Center – 1839 Room

March 28
Framingham State College
Campus Center – 1839 Room

April 25
Salem State College
Agganis Enterprise Center

April 26
Delegate Assembly
Salem State College - Recital Hall

June 6