Equity Issues Top Priority for Upcoming Negotiations
MSCA Day Bargaining Committee

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 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.

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DID YOU KNOW . . .

About APRs?
Margaret Vaughan, chair
MSCA Grievance Committee

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.

“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.—(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.mscaunion.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 directly to you and your department chair when it is completed.

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 DGCE 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. In the event of a run-off election, 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 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
A publication of the Massachusetts State College Association, the faculty and librarian union for the nine state colleges in Massachusetts.

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National Education Association: www.nea.org

RETRIEVAL 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.
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 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

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 officers are the “stewards” of what is good about the State College system. It 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 proponent 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 Peartull) 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, providing input and 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.

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 regarding 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
d• 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.

PERSPECTIVE 3

STATEMENTS OF CANDIDATES FOR MSCA OFFICE

Jan/Feb 2008 – Elections
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 accountability,” Patrick said. “With this, we’re creating a vessel to receive accountability,”

Patrick’s top education advisor, 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.”

New Secretary of Education Position Created

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.

At the hearing, the Massachusetts Teachers Association President Anne Wass made a point during her testimony as Ann Wass, president of AFT Massachusetts, looks on.

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