

## Governor Patrick: We're Ready!

By C.J. O'Donnell, MSCA president

On June 2<sup>nd</sup> Governor Deval Patrick held a town hall meeting of the Readiness Project at Framingham State College. MSCA was there to greet him.

Joined by members from three other MTA-affiliated higher education unions — MSP-Amherst, APA and MCCC as well as MTA staff — our message was simple: “Governor Patrick: We're Ready!” Nearly 300 leaflets were handed out.

The leaflet noted that 85% of Massachusetts high school graduates who attend college in the state attend one of the 29 institutions of public higher education. It explained that the state colleges are having difficulties hiring new faculty, particularly in STEM or high-demand fields key to the state's economy, as a result of low salary offers in a high cost-of-living market. It noted that the colleges are having trouble retaining faculty for the same reason. The front of the leaflet concluded with the message:

“Governor Patrick: We're Waiting! ...for you to authorize our employers to offer fair and equitable salary increases to reverse these devastating effects.”

The back of the flyer contained the governor's contact information and a request that the public contact the governor with this message:

“Governor Patrick: To maintain and improve the quality of education at the State Colleges and Universities, the salaries of faculty and librarians need to be competitive with those at their national peer institutions. Please authorize a fair and equitable salary proposal at the bargaining tables.”

As a result of our presence, Patrick Education Advisor Dana Mohler-Faria asked MSP-Amherst President Max Page and me to meet with the governor before the town hall meeting. We were joined by MTA Director of Higher Education Arthur Pippo.

In the ten minute meeting I spoke about the difficulties recruiting and retaining faculty and librarians at the state colleges because of salary inversion and compression. I noted that we needed a fair and equitable salary offer to address these problems and that the offer needed to be made soon. Max spoke about similar problems on the Amherst campus and Arthur spoke on behalf of the MTA-affiliated unions who were not present.

The governor asked to greet nearly 30 demonstrators holding signs and banners and wearing MSCA and UMass Unions United stickers. After speaking with us, he invited the entire group to meet with him after the town hall meeting.

In the private meeting that followed Governor Patrick was joined by President Mohler-Faria and Education Secretary-designate Paul Reville. Those in attendance appreciated the opportunity to speak with the governor, but everyone who spoke was on message.

At this point the Governor's office has not authorized a salary increase for any statewide union currently in negotiations. MSCA will be at the bargaining table throughout the summer. In conjunction with other MTA-affiliated unions, we will be asking members to send communications to the governor and to appear at demonstrations, as the opportunities arise.



Susan Dargan, chapter vice president at Framingham/MSCA, greets Governor Deval L. Patrick during the demonstration at Framingham State College on June 2. In the background (l-r) are Lucy Deschene (Fitchburg/MSCA), MSCA treasurer Glenn Pavlicek (Bridgewater/MSCA), APA president Rick McDermott (Mass Art + Design), the governor's special education advisor Dana Mohler-Faria (also Bridgewater State College president), Mike Springer/MetroWest Daily News and MTA director of higher education Arthur Pippo.



MSCA president C.J. O'Donnell (left), on his second day in office, talks with Governor Patrick about the need to put economic parameters on the higher education bargaining tables. Supporting this request are Max Page, president of the UMass Amherst Society of Professors and Arthur Pippo, director of the MTA's division of higher education.



## Final President's Report: Delegate Assembly

April 26, 2008, Salem State College

Patricia V. Markunas

As my presidency draws to a close, I have thought a great deal about the accomplishments of our union over the past eight years. During the campaigns of 2000, I spoke personally to hundreds of MSCA members, who were loud and clear about what they wanted from their union. They wanted the contracts settled as soon as possible. They wanted improved communications within the union and with the media. They wanted a presence on Beacon Hill so that elected officials would understand our work and give attention to our legislative priorities. And they wanted the union's leadership to work together to accomplish these goals.

These challenges were daunting enough, but there were others as well. During the bargaining crisis of those years, the union's infrastructure had been understandably neglected. Our reserves were nearly depleted. A backlog of arbitrations reached into three figures with no end in sight. The MSCA's records, transferred among four different MSCA presidents between 1988 and 1992, were in disarray and important materials were missing. The Employee Relations Committee, our contractual mechanism for working with state college management to prevent and resolve problems, had not met regularly and minutes had not been prepared for years.

All of these challenges have been met and the union is far stronger and positioned well for future growth. Only by the union's elected and appointed leadership working together and with the strong support of the rank and file membership were we able to accomplish all that the membership expected eight years ago.

Our record on contract negotiations, still the greatest challenge, is one of which we can be proud. We were the only higher education bargaining unit to have our contract funded during the Swift administration, and we provided leadership and cooperation to insure the funding of other higher education contracts. We achieved a contract settlement in 2005 with the direct involvement of two state college presidents at the bargaining table, a relationship that proved crucial when the Romney administration reneged on its settlement and the contract funding appeared in jeopardy.

Under the Patrick administration, we have pursued different strategies with the Board of Higher Education and the Council of Presidents to get to settlement. We finally have an advocate for public higher education, **Fred Clark**, as chairman of the Board of Higher Education. One challenge remains unchanged since 2000, however. State college faculty salaries remain lower than those at peer institutions, and the progress towards equitable salaries gained in the previous contract has been erased. This goal must be accomplished!

On the important priority of contract enforcement, the memorandum of agreement that established a mediation process for the parties to resolve grievances prior to arbitration has proven successful beyond anyone's expectation. The arbitration backlog has been cleared and the settlements achieved through mediation have provided a greater degree of satisfaction to both parties than the "win-lose" nature of arbitration. The cost savings has been phenomenal as well. My executive assistant, **Christine Melin**, has created a computerized, searchable set of abstracts for every legal opinion and arbitration decision that we have received over the past 30 years.

This resource, as well as the ongoing project to professionally archive the MSCA historical documents with a web-based inventory system, moves the MSCA's records into the 21<sup>st</sup> century and provides searchable access and several modes of retrieval to those MSCA officials who require records, no matter at what campus they reside.

The financial recovery of the MSCA has been phenomenal as well. Through rigorous scrutiny of all expenditures and the membership's support of two significant dues increases, our reserves are near the half million dollar mark and we should be able to enact a dues decrease for perhaps the first time in our history.

Improvements in communications and creation of a presence on Beacon Hill took much work and com-



Patricia V. Markunas

mitment on our parts. The MSCA uses its website and email messaging to keep the membership informed on campus, while on leave and between semesters. The *MSCA Perspective* is stronger and we receive regular positive feedback about it. I trust that the new officers will explore electronic publication of the *Perspective* and the collective bargaining agreements. I have attended and testified at numerous legislative hearings over the years and met personally with the current governor, the House speakers and the Senate presidents whenever necessary.

Recognition must be given to many, many people for the successes noted above. I thank all of the people who have served as MSCA officers, chapter presidents, committee chairs and Board directors, who pulled together when times were tough and moved the MSCA forward. I thank people at MTA, especially **Ed Sullivan**, **Priscilla Lyons** and **Ann Clarke**, whose support was critical throughout these years. I thank **Donna Sirutis** and **Bob Whalen** for developing not only great working relationships but also close friendships.

I want to recognize the work of my three executive assistants, **Kathleen Ell**, **Jane Fiste** and **Chris Melin**, all of whom contributed different skills and strengths to the smooth running of the MSCA president's office. I thank **Susan McCarthy**, **Rose Cooke**, **Monica Clinkscales** and other SSC employees too numerous to mention, whose service and responsiveness to our needs were always top shelf.

I would like to thank members of management as well. The college presidents and their three executive officers (**Bill O'Neil**, **Fred Clark** and **Ken Lemanski**) worked with us through good times and bad with respect and professionalism. Salem State and I have been fortunate to have two great presidents, **Nancy Dodd Harrington** and **Patricia Maguire Meservey**, who have supported my work as president and never failed to cooperate with requests for help or services.

My family and friends deserve more appreciation than I could ever express in words. My parents, Frank and Ann Markunas, were my biggest supporters from afar. My best friend in life, **Susan Sturgeon**, served as my campaign treasurer for 10 MSCA campaigns and two MTA campaigns, and I could not have done any of this without her. My sister, Rita, and my husband, Tim, are the people I am closest to and they understand best how much this job requires in time, energy and commitment. They would have supported another term, even if I did not.

In closing, I offer my heartiest congratulations to **C. J. O'Donnell** for taking on the toughest job you'll ever love. I congratulate **Amy Everitt**, **Glenn Pavlicek** and **Nancy George** for their election as MSCA officers. I commend every member who steps up to the plate to run for office, because that willingness to put one's name in front of the membership for a position of leadership keeps this union democratic and strong. Thank you for the honor and the privilege of serving as an officer of the MSCA for the past 20 years. I have enjoyed it all and wish everyone the best of luck for future success.

### MSCA Officers

**C. J. O'Donnell**  
MSCA President  
c/o Massachusetts Maritime Academy  
Buzzards Bay, MA 02532  
(508) 830-5000 ext. 2273  
c.j.odonnell@comcast.net

**Amy Everitt**  
MSCA Vice President  
Salem State College Chapter  
Salem, MA 01970  
(978) 542-6366  
amy.everitt@salemstate.edu

**Nancy George**  
MSCA Secretary  
c/o Salem State College  
Salem, MA 01970  
(978) 542-7182  
skinut97@yahoo.com

**Glenn Pavlicek**  
MSCA Treasurer  
c/o Bridgewater State College  
91 Burrill Avenue  
Bridgewater, MA 02325  
(508) 531-2793 or (508) 531-2794  
(508) 697-9421 Fax  
pavlicek@bridgew.edu

### MSCA Chapter Presidents

**Jean Stonehouse**, President  
Bridgewater State College Chapter  
Bridgewater MA 02325  
(508) 531-2271  
jstonehouse@bridgew.edu

**Ann Mrvica**, President  
Fitchburg State College Chapter  
Fitchburg, MA 01420  
(978) 665-3303  
amrvica@fsc.edu

**Robert Donohue**, President  
Framingham State College Chapter  
Framingham, MA 01701  
(508) 626-4875  
rdonohue@frc.mass.edu

**Samuel Schlosberg**, President  
Massachusetts College of Art and Design  
Chapter  
Boston, MA 02115  
(617) 879-7588  
sschlosberg@massart.edu

**Deborah Foss**, President  
Massachusetts College of Liberal Arts Chapter  
North Adams, MA 01247  
(413) 662-5461  
Deborah.Foss@mcla.edu

**Gerald Concannon**, President  
Massachusetts Maritime Academy Chapter  
Buzzards Bay, MA 02532  
(508) 830-5000 ext. 2272  
gconcannon@maritime.edu

**Amy Everitt**, President  
Salem State College Chapter  
Salem, MA 01970  
(978) 542-6366  
amy.everitt@salemstate.edu

**Kenneth Haar**, President  
Westfield State College Chapter  
Westfield, MA 01086  
(413) 572-5339  
KennyHaar@comcast.net

**Anne Falke**, President  
Worcester State College Chapter  
Worcester, MA 01602  
(508) 929-8722  
Afalke@worcester.edu



## MSCA Files Unfair Labor Practice Charge Against BHE, COP Over 15% Cap

On May 30, as her last official act in office, former MSCA president **Pat Markunas** signed an unfair labor practice charge against the Board of Higher Education and the Council of Presidents over their failures to uphold contractual limits on the number of sections taught by part-time faculty members. This language can be found in Article XX, Section C.10 of the 2004-2007 collective bargaining agreement.

A consolidated grievance was filed alleging these contractual violations in 2001. The grievance was heard in the spring of 2005 by Bridgewater State College President **Dana Mohler-Faria** in his capacity as chairperson of the Council of Presidents. He ruled that the contract had been violated and ordered college administrations to comply with the restrictions on the number of sections taught by part-time faculty.

As members will recall, during last summer's negotiations, the Council of Presidents proposed to abolish all restrictions on the number of sections taught by part-time faculty, thereby allowing unlimited numbers of part-time faculty to be hired in place of tenure-track faculty positions. A written promise was made after the conclusion of negotiations that the 15% cap on sections taught by part-time faculty would be upheld, as would the consolidated grievance ruling issued in 2005.

As seen in the table above, the violations of this provision of the contract have increased since the original consolidated grievance was filed in 2001 and the ruling was issued in 2005. Indeed, Bridgewater State is the worst offender in the number of academic departments in violation of both the contract and the consolidated grievance ruling.

MSCA will keep the membership informed about the progress of this unfair labor practice charge.

### Academic Departments by Campus in Violation of 15% Cap on Sections Taught by Part-time Faculty (Article XX, Section C.10): 2001-02 to 2007-08

College	AY 2001-02	AY 2002-03	AY 2003-04	AY 2004-05	AY 2005-06	AY 2006-07	AY 2007-08
BRI	5	unknown	8	7	9	11	15
FIT	unknown	unknown	none	none	none	none	none
FRAM	2	1	1	5	2	none	2
MCA *	2	3	1	3	none	2	3
MCLA	none	unknown	1	2	none	1	1
MMA	none	unknown	none	none	none	1	none
SAL	3	unknown	6	7	5	7	10
WEST	2	unknown	unknown	4	2	2	3
WORC	none	2	2	1	2	3	1
<b>TOTAL</b>	<b>14</b>	<b>6</b>	<b>19</b>	<b>29</b>	<b>20</b>	<b>27</b>	<b>35</b>

## Post-Tenure Review Ratings Improve

As the table below shows, the post-tenure review ratings for Alternative One this past academic year continued the upward swing shown in last year's ratings. After the conclusion of this year's reconsideration and appeal process, only two "not acceptable" ratings remained, and the percentage of exemplary ratings reached 91%. Two campuses (Mass Maritime and Westfield State) had 100% exemplary ratings.

Westfield State's newly appointed president **Evan Dobelle** granted changes in post-tenure review ratings in response to procedural grievances filed during the first two years of the post-tenure review Alternative One evaluation process. The three-year percentage of exemplary ratings now stands at 83%.

The consolidated grievance concerning procedural violations in the post-tenure review process during the 2005-2006 academic year is scheduled to begin arbitration on October 24, 2008. A comparable consolidated grievance filed at the end of the post-tenure evaluation process in the 2006-2007 academic year awaits a ruling from former Council of Presidents Chair **Mary Grant**, president of the Massachusetts College of Liberal Arts.

The upcoming academic year is the last one for which post-tenure review Alternative One is scheduled. Twenty-three faculty members opted to switch from Alternative Two to Alternative One after the MSCA and BHE/COP reached an agreement to allow these members a one-time opportunity to change the choice they made in 2005. These members will be evaluated with the 204 faculty members and librarians remaining in Alternative One next year. Information about the post-tenure review Alternative One process is posted on the MSCA's website.

### Post-Tenure Review Alternative One, Year Three Final Ratings by Camp

CAMPUS	# of not-acceptables	% of not-acceptables	# of meritorious	% of meritorious	# of exemplary	% of exemplary	TOTAL
BRI	0	0%	1	3%	35	97%	36
FIT	1	4%	2	8%	21	88%	24
FRAM	0	0%	4	20%	16	80%	20
MCA	0	0%	3	7%	13	81%	16
MCLA	0	0%	1	7%	14	93%	15
MMA	0	0%	0	0%	8	100%	8
SAL	1	2%	4	9%	38	89%	43
WEST	0	0%	0	0%	21	100%	21
WORC	0	0%	2	10%	18	90%	20
<b>TOTALS</b>	<b>2</b>	<b>1%</b>	<b>17</b>	<b>8%</b>	<b>184</b>	<b>91%</b>	<b>203</b>

### MSCA Perspective

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

#### Editor:

**Patricia V. Markunas**, Salem State College  
352 Lafayette Street, Salem, MA 01970  
(978) 542-7282  
Pmarkunas@aol.com

#### Contributing editors:

**Ben Lieberman**, Fitchburg State College  
**Alan Feldman**, Framingham State College  
**Ben Jacques**, Mass College of Liberal Arts  
**Maynard Seider**, Mass College of Liberal Arts  
**C.J. O'Donnell**, Mass Maritime Academy  
**Jim Gubbins**, Salem State College

**Margaret Vaughan**, Salem State College

**Lou Caton**, Westfield State College

**Susan E. Dutch**, Westfield State College

**Ann Falke**, Worcester State College

#### Design and layout:

**Susan McCarthy**, Salem State College

#### MSCA webmaster:

**Nancy George**, Salem State College  
skinut97@yahoo.com

#### Web sites:

Massachusetts State College Association:  
[www.mscaunion.org](http://www.mscaunion.org)

Massachusetts Teachers Association:  
[www.massteacher.org](http://www.massteacher.org)

National Education Association:  
[www.nea.org](http://www.nea.org)



Westfield chapter leaders **Ken Haar** (president) and **Cheryl Stanley** (MSCA bargaining committee) let Governor Patrick know on June 2 that "We're Ready" for an economic offer in bargaining. In the background is the **Helen Heineman Ecumenical Center** at Framingham State College.



## New and Returning Faces Join the MSCA Board of Directors

*Pat Markunas, editor*

Several new and returning members of the MSCA Board of Directors attended a workshop for new MSCA leaders on June 18 at Worcester State College.

The workshop included presentations by MSCA president **C. J. O'Donnell**, MSCA grievance committee chair **Margaret Vaughan**, MTA consultant **Donna Sirutis** and yours truly on Board policies and procedures, communications, grievance procedures, union governance and elections, and working together.

Since April, six new chapter presidents and directors have joined the MSCA Board of Directors. Some folks have served on the Board in past years and others are new to the experience.

### Donohue Takes Over Presidency at Framingham

**Robert Donohue**, a psychology professor for twelve years at Framingham State College, assumed the chapter presidency on April 24. He succeeds long-time MSCA activist **John Ambacher** of the Government Department.

Robert earned his doctorate at the University of Florida. Besides training in infant cognitive development there, he served as vice president, grievance officer and chief negotiator for Graduate Assistants United.

"In academia it would be hard to imagine a less powerful group than graduate assistants," Robert noted in a recent email, "but by having a union we improved wages and benefits. We commanded respect and insisted on being treated professionally."

Serving as the chapter's representative to Framingham's committee to reestablish on-campus day care services rekindled Robert's interest in union activities. The goals of the chapter for the upcoming year include work for a fair contract, the protection of governance and the encouragement of more faculty and librarian involvement in the union.

"I hope that administrators, legislators and Governor Patrick realize that improving wages and working conditions of MSCA members, such that our faculty and librarians are compensated on par with peer institutions, will strengthen and improve the state colleges."

### Falke Succeeds Shartin, Joined by O'Brien as VP at Worcester

After serving four years as chapter vice president, **Anne Falke** of the Chemistry Department took over the chapter presidency on July 1 from **Dan Shartin** of the Philosophy Department at Worcester State.

(Don't think Dan is leaving MSCA activities altogether. On May 30, Dan was elected to complete the remaining four months of C. J. O'Donnell's term as chair of the MSCA bargaining committee. C. J. resigned as chair when he became MSCA president on June 1.)

Anne earned her doctorate at the University of New Hampshire. Before that, Anne belonged to the Letter Carriers Association and an NEA-affiliated K-12 local in New Hampshire.

Anne became active in the MSCA for one reason: she wanted to see changes on the local level. "Desiring change, I could either complain about things as they were or I could do some-



Participants at the June 18 orientation session for new MSCA leaders include (seated l-r): **Deborah Foss**, MCLA/MSCA chapter president; **Anne Falke**, Worcester/MSCA chapter president; **C. J. O'Donnell**, MSCA president; and **Robert Donohue**, Framingham/MSCA chapter president. Standing are new directors **Bill O'Brien** (left), Worcester/MSCA, and **David Eve**, MCLA/MSCA.

thing about it. I decided to run for the vice presidency" four years ago, said Anne. "A major concern was to increase the union's focus on academic matters."

Anne has a passion for construction, which comes in handy as she and her spouse, Diane, renovate a 1935 house in Worcester. They are planning a driving vacation to Alaska this summer, accompanied by their two dogs.

Joining Anne on the MSCA Board is **Bill O'Brien** of the Economics Department, who was elected in a write-in campaign for the chapter vice presidency. Although Bill had not been active in a union before, he will encounter familiar faces at the MTA.

As the chief of staff for a state senator in the 1980s, Bill saw how decisions were made in the Ways & Means Committee by lawyers and economists. "Jack Flannagan [a lobbyist at MTA] was just the salt of the earth in his interactions with us, and my boss was a big public education supporter. I saw the good work MTA did in terms of concerted actions" to get legislative action on improved budgets, local aid and working conditions.

This experience led Bill to earn a doctorate in public finance from Northeastern University. He teaches a course in international taxation annually in Taiwan. He also worked at the Beacon Hill Institute for Public Policy, where the political bent is quite different from MSCA and MTA. "I was a resident scholar on public policy analysis there," Bill said, "and it certainly was an interesting experience. My own research, however, shows that investing in infrastructure and education increases, rather than deters, economic development."

### Foss Returns as President, Eve Becomes Director at MCLA

**Deborah Foss**, a professor of psychology for 21 years at MCLA, returned to the MSCA Board on July 1 for her second stint as chapter president. Deb first served in this role from

1993 to 2000, a period that included four years as statewide MSCA secretary.

"I am looking forward to working collaboratively with a proactive Board," Deb noted after the June 18 workshop. Deb is well-acquainted with the MSCA officers, having served as the nominations and elections supervisor for the last two MSCA statewide elections.

Deb earned her doctorate from SUNY-Albany and takes pride in her undergraduate degree from South-eastern Massachusetts University, now UMass Dartmouth. Her academic interests include women's studies, human sexuality and the creativity of madness.

Deb served as chair of her department as well as faculty director of academic advising services at MCLA. She has received formal recognition for her volunteer work at an AIDS orphanage in Kenya and plans to spend six weeks there this summer.

**David Eve**, the newly elected director from MCLA, is different from all other MSCA directors in one respect. As a fourth year faculty member in computer science, he has yet to stand for his tenure evaluation. But he's not worried.

David earned his doctorate from UMass Amherst. Prior to joining MCLA he was an adjunct faculty member at STCC and worked at several not-for-profit organizations overseeing the growth and development of IT and MIS infrastructures.

"I was motivated to become involved with the union's activities by hearing [former chapter presidents] Maynard Seider, Len Paolillo and Bill Spezeski talk about the importance of our union. I am fascinated by the ongoing relationship between management and union — it's all about communications and eventually a common purpose."

David loves the outdoors, which makes the Berkshires an ideal location for him. He tends towards the low-tech activities of backpacking and cycling. His tenure evaluation is scheduled in two years.

### Mass Maritime's Aldrich Returns to Board

In contrast to David's junior status, one of the state college's most senior faculty members returns to the MSCA Board. **Arthur Aldrich**, a member of the professional maritime faculty at the Maritime Academy, attended his first Board meeting in nearly two decades on June 6 when C. J. O'Donnell's becoming MSCA president created a chapter vacancy on the Board.



*Arthur Aldrich*

Arthur joined the faculty at the Academy in 1974. He served as a charter member of the Board of Directors for about 12 years when the MSCA was first organized in 1977.

Arthur holds a US Coast Guard merchant marine license and is a third mate of steam or motor vessels of any gross tonnage on the oceans. He is an Academy graduate with a masters of science from Michigan State University. Arthur is a retired US Navy commander and has served 30 times on the Academy's annual training cruise.

In a recent email, Arthur said, "I think it's great that CJ [O'Donnell] could be elected president of the MSCA given that Mass Maritime is the smallest of the state colleges. I am confident that CJ will do a superb job and that the Academy will be proud to have one of its own as MSCA president."