

Delegates Mark a Year of Struggle and Gain at Annual Assembly at Bridgewater State College

Ben Jacques

MSCA delegates from the nine state colleges gathered at Bridgewater State College April 29 to do the work of the union, including passage of a new budget with no increase in member dues. They also welcomed new officers, celebrated member and committee achievements, and honored leaders stepping down from office.

To her surprise, retiring MSCA treasurer **Gail Price** was presented with the annual MSCA Friend of Education Award, selected by the directors not only for her outstanding service as treasurer and activist, but for her pivotal role in fostering cooperation in union leadership. Presenting the award at the luncheon, President **Pat Markunas** said Price, more than any person in or outside the union, has contributed to MSCA's recent successes, benefiting not only the faculty and librarians, but education throughout the state college system.

President Cites Gains

In her President's Report, Markunas summarized MSCA achievements during the last year, chiefly the Herculean task of securing funding for the 2004-2007 day unit contract. "We had the best contract in higher education." And it was only through "the persistence of our leadership and the faith of our membership" that it was settled and funded, she said.

She credited union leaders and members for "a very successful campaign to uphold our governance system." In a state-wide referendum in February and March, over 93 percent of faculty and librarians casting ballots voted to preserve the contractual role that faculty and librarians play in the decision making process on state college campuses.

And she credited **Deb Foss**, chair of the MSCA Nominations and Elections Committee, for a fair, well-run MSCA Officer election this spring. "Deb worked hard with the Elections Committee to revise the campaign rules, to set a realistic



Gail Price, stepping down as MSCA treasurer, receives the MSCA Friend of Education Award from President Pat Markunas at the Delegate Assembly luncheon April 29.

Ben Jacques

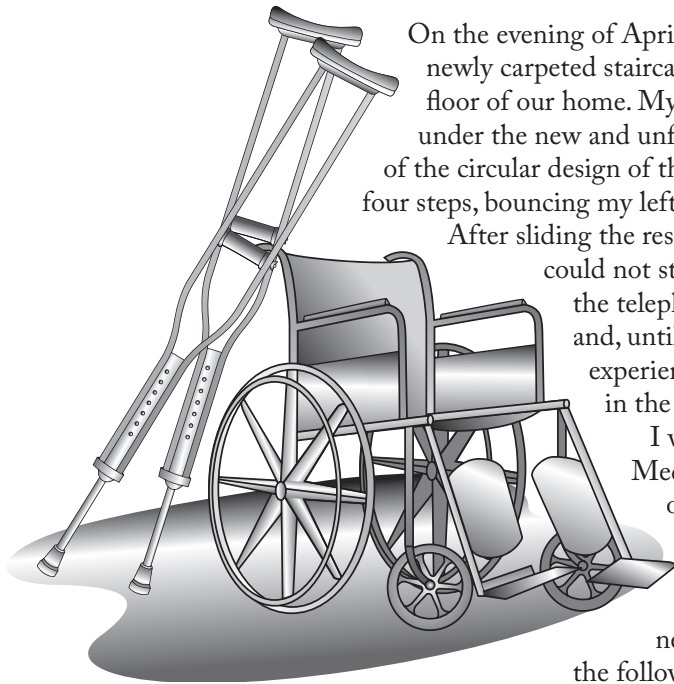
campaign calendar, to maximize participation . . . , and, most importantly, to secure the services of a new election vendor, the Labor Guild of Massachusetts, which administered the election fairly, competently, and at a much lower cost than the previous vendor," Markunas said.

Continued on page 2

President's Message

Reflections on a Missed Step: What I Learned on My Spring "Vacation"

Patricia Markunas



On the evening of April 30, I was walking down the newly carpeted staircase from the second to first floor of our home. My toes missed the hardwood under the new and unfamiliar carpet, and, because of the circular design of the staircase at that spot, I fell four steps, bouncing my left leg hard several times.

After sliding the rest of the way downstairs, I could not stand up and had to crawl to the telephone to get help. I was alone and, until that moment, had never experienced a serious injury, a night in the hospital or major surgery.

I was rushed to North Shore Medical Center, where the orthopedic surgeon on duty told me that I had fractured my ankle in at least eight places and would need emergency surgery the following day. The surgery was

lengthy but successful. I was sent home with a walker, crutches, a wheelchair, and instructions to bear no weight whatsoever on my left leg — encased in a fiberglass cast — for six to eight weeks. Physical therapy will be required to regain my strength, and the recovery is expected to take a full year.

Despite these challenges, my predominant thought since April 30 has been how lucky I am. Lucky that the injury wasn't worse. Lucky that the EMTs came right away and that I was taken to a great medical care facility. Lucky that the semester was nearly over and my responsibilities as MSCA president were less demanding than has been true at other times. Lucky that I have health insurance, sick leave, a husband and a sister close by. Lucky that it's May and not January or September.

Most of all, I realized how lucky I am to live three blocks from a campus where people care for one another. A colleague from the Salem State Nursing Department, **Leah Sak**, monitored my progress at the hospital and made sure the staff was attentive. Friends and neighbors stepped right up to help move furniture to allow me to live and work on one floor, run my errands, get my mail, help me with meals and "house errands," bring me to campus with my wheelchair and just generally take care of me.

Statewide, I am no less lucky. **Gail Price** and **CJ O'Donnell** took over responsibilities for the MTA Annual Meeting and other meetings that I could not attend.

Continued on page 2

President's Message *continued from page 1*

My secretary, Jane Fiste, handled everything in the office without missing a beat. My friend Susan Sturgeon proctored my final examination, and my friend Amy Everitt has taken me to doctor's appointments.

Psychological support came in the form of flowers, fruit baskets, food, books in print and on CD, and lots of good wishes from around the state. I thank every faculty member, librarian and administrator who took the time to send a get-well card or email message to me. That people around the state — sometimes, even people I did not know — were thinking of me and wishing me well was the highlight of my day. I cannot thank all of you enough for your help and support.

Support also came from experiencing first-hand the importance of the state college mission to train nurses for the Massachusetts health care sector. A former student arrived by my bedside in the middle of the night to fix my IV pump. The nursing staff and my case manager raved about the quality of Salem State's nursing graduates. I read recently that one does not go to the hospital for medical care — one goes to receive nursing care. I am proud to be involved in the education and training of the people who provide that care.

Over the years, I have attended meetings when issues of access and accommodations for physically handicapped people were discussed. Glibly, I would remark that we should support such access and accommodations, for after all, "the handicapped are the only minority group that anyone of us can join on the way home this afternoon."

I won't be so glib the next time I say those words. I intend to write a thank you letter to former Senator Robert Dole for sponsoring the Americans with Disabilities Act in 1990. Salem State's campus may not be perfect in terms of accessibility, but I know it's a whole lot better than it would be without landmark disability legislation at the state and federal levels. The same goes for local restaurants, banks, theaters and other places that I have visited this month.

A learning experience? You bet. Restful and relaxing? Quite the opposite. A message to slow down? If so, I'm not paying attention to it. I am even more committed to getting health insurance benefits for part-time faculty and to keeping our contractual rights concerning sick leave and related benefits strong. It may be that my membership in the community of the disabled is only temporary, but I know that my return to being able-bodied could be temporary as well. One never knows what the future holds, so hoping for the best and preparing for the worst is an excellent strategy. It certainly will be mine from now on.



Pat Markunas

Leon Jackson

Delegates *continued from page 1*

\$455,350 Budget Approved

The 38 delegates approved an FY 2007 budget of \$455,350, a 7 percent increase over last year. The budget projects increased revenue from the growth of MSCA membership to 2,405 members, 1,445 of them full time. However, dues remain the same, except for part-time members teaching 1 to 2 credits, whose dues will decrease.

The budget includes a 3-percent increase in stipends for MSCA officers, and a 6-percent increase for MSCA support staff. In her Treasurer's Report, Gail Price acknowledged the work of the nine chapter treasurers. "They are the unsung heroes," she said. "Take time to recognize them on your campus."

Price also reported on the MSCA's financial position, and the growth of assets, including a "stability fund," to approximately one-half million dollars.

Paolillo Explains MTA Dues Increase, Notes Legislative Achievements

Len Paolillo, an MTA director and chair of the NEA's Standing Committee on Legislation, said a proposed \$26 increase in MTA dues is required primarily to meet a federal mandate increasing the amount of money to be paid into the MTA's employee pension program.

He noted several legislative initiatives and successes at the state and federal level, and announced that the Massachusetts legislature had rejected a provision that would increase health-care premium contributions of MSCA members. Contribution levels will remain at current levels: 15 percent for faculty and librarians hired before 6/30/03 and 20 percent for those hired after. Commenting on the defeat of the premium increase measure, Paolillo said, "That doesn't just happen. It happens because MTA lobbyists work really hard to make it happen."

Mediation Resolves 58 Grievances

Margaret Vaughan, chair of the MSCA Grievance Committee, said her committee has had a "phenomenally productive year" in resolving grievances and reducing the number of active cases to approximately a third since 2004. She credited committee members, the assistance of MTA staff, and the new mediation option. She said 58 cases have been resolved through mediation. "Both parties were satisfied," she said. Currently there are another 58 active cases, with 17 new grievances filed this year. Those grievances resolved through mediation do not require arbitration, a more expensive and time-consuming process.

Members Recognized
New Leaders Welcomed

In her President's Report, Markunas cited significant progress in bringing new leadership to the union: the election of C.J. O'Donnell as vice president, and Glenn Pavlicek as treasurer. She also noted the election of up to seven new chapter presidents

and MSCA directors (see Transitions, page 3), as well as new members on the Bargaining and Grievance committees. "This infusion of new energy and new ideas into our organization is very much needed as we look to the future of the state colleges."

She also recognized the "the important service . . . of our two departing statewide officers, Frank Minasian, vice president, and Gail Price, treasurer, whose cooperation and support over the past five years made it possible to bring our union back together and move ahead."

Markunas expressed appreciation to MTA consultants Donna Sirutis and Robert Whalen, and their director, Priscilla Lyons, "for unwavering help, advice, and support during very difficult challenges faced by our union."

At the luncheon she awarded certificates of appreciation to several MSCA directors completing service: Brad Art, chapter vice president, and Gerald Tetrault, chapter president, both from Westfield State; Peter Hogan, chapter president from Fitchburg State; and Paul F. McGee, chapter president from Salem State.



Ben Jacques

Pamela Hill, Fitchburg State education professor, describes her work with students and teachers after receiving a Special Recognition Award from the MSCA, presented by MTA consultant Bob Whalen.

Also honored at the luncheon was Pamela Hill, professor of education at Fitchburg State College, presented with a special recognition award by MTA Consultant Robert Whalen for her exemplary work with education students and area teachers. Hill was the first higher-education member nominated by the MTA for the NEA Foundation Award for Teaching.

Markunas expressed appreciation to Catherine Boudreau, who completes her term this year as MTA president, and invited her to address the delegates. She praised Boudreau, professor of business and technology at Massasoit Community College, for her strong leadership across the spectrum of public education issues, and her advocacy on higher-education issues.



Ben Jacques

MTA President Catherine Boudreau stresses activism and cooperation in remarks to MSCA members at the Delegate Assembly luncheon.

MSCA Perspective

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TRANSITIONS: New Faces Join Leadership at MSCA and MTA

Anne Wass Elected New MTA President

Anne Wass, vice president of the Massachusetts Teachers Association, was elected president at the association's Annual Meeting in May. She will succeed **Catherine Boudreau**, MTA president since 2002, who completes her term on July 15.

Wass has served on the MTA Board of Directors and the state Executive Committee, and has been president of her local association in Hanover. For many years she has chaired the training program for new local presidents at the MTA Summer Conference in Williamstown. She is currently on leave from her job as a sixth-grade teacher in Hanover, where she has taught for 31 years, and won the Plymouth County Education Association's Honor Award and the Loretta Quinlan Award.

The MTA represents over 100,000 teachers and professionals in Massachusetts, including approximately 2,400 MSCA members.



Anne Wass

Shea has previously served as chapter treasurer and grievance officer. He earned an A.B. degree in history from Stanford University, and master of arts and master of fine arts degrees in theatre arts from the University of California, Los Angeles. He is a member of Actors' Equity Association, the Screen Actors Guild, and the American Federation of Television and Radio Artists.



Jack Shea

Salem's Everitt is New Chapter President

Amy Everitt, chair of the Sport, Fitness and Leisure Studies department at Salem State College, has been elected president of the Salem State College chapter, and joins the MSCA Board of Directors.

A member of the faculty since 1995, Everitt has served as chapter vice president for four years. She is also a member of the statewide Elections Committee.

Succeeding Paul McGee as chapter president, she said her main goal is to "keep people involved, and to get as many new people involved" as possible in union participation on behalf of the faculty and librarians.

Teaching both undergraduate and graduate courses, Everitt's specialty area is athletic training and the study of kinesiology, or human movement. She earned a doctorate from the University of Massachusetts at Lowell.



Amy Everitt

From Fitchburg Hetzel and Mrvica Join Directors

Following his election in May as president of the MSCA chapter at Fitchburg State College, **Charles Hetzel** returns to the Board of Directors.

Professor of education and faculty member since 1987, Hetzel submitted the following: "I look forward to working as a transitional president. We're so pleased to have a diverse mixture of people serving on our executive committee—fine, energetic, intelligent people. I come back with great hope and look forward to working with old and new friends."

Ann Mrvica, elected chapter vice president of the Fitchburg State chapter, also joins the MSCA Board. Professor of communications media, she teaches a variety of television production courses.

Mrvica has served on the executive committee at Fitchburg and has represented Fitchburg faculty and librarians as a delegate at several MSCA Delegate Assemblies.

"The union is its members and I hope that their support will carry over into the actions and participation that are needed to keep the union vital," she wrote. "I am particularly concerned about our low salaries and want to work at the state level on that issue."

Mrvica earned a doctorate in education from the University of Massachusetts.



Charles Hetzel



Ann Mrvica

Paul Toner Is New MTA VP

MTA delegates also elected Cambridge middle-school teacher **Paul Toner** as vice president. As president of the Cambridge Teachers Association, which represents 1,100 teachers, staff and paraprofessionals, Toner has chaired negotiations for 12 consecutive bargaining agreements.

Toner has focused on issues related to salary, benefits and working conditions, and has hosted forums on such issues as "Closing the Achievement Gap."

A graduate of Boston University, he holds a master's of education degree from UMass/Boston and a law degree from Suffolk University.



Paul Toner

Two New Directors from Westfield

Elected last month as president of the Westfield State College chapter, **Ken Haar** joins the MSCA Board of Directors in July.

Since 1982 Haar has worked at Westfield State in both administrative and teaching roles. While administrator of the Computer Center, he served as president and grievance officer of the Westfield State chapter of the Association of Professional Administrators (APA).

Joining the faculty fulltime in 2001, he has taught in both the Computer Science and Education departments. As an MSCA chapter officer, he has served as grievance officer and general secretary.

Active in the MTA, he has been on the statewide Candidate Recommendation Committee for the past four years as a representative from the 1st Congressional District, and is serving his second year on the MTA Student Membership Committee.

Jack Shea, a member of the MSCA chapter executive team at Westfield State College, will join the Board of Directors for a two-year term. He is associate professor of English and coordinator of the Theatre Arts Program.



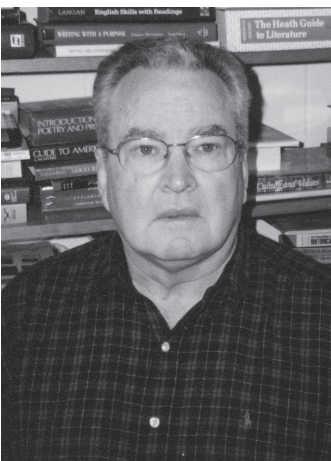
Ken Harr

Concannon Returns from Mass Maritime

Gerald Concannon, a veteran union activist at Mass Maritime Academy, has been elected chapter president, and will continue on the MSCA Board.

A professor of English and literature at the Academy for 33 years, Concannon previously served as chapter president for 17 years and as grievance officer. He was a member of the Constitution Committee when the MSCA was formed and has been an MSCA director for 30 years.

Concannon said he believes his experience will help give the chapter stability as it deals with a mix of campus problems and issues.



Gerald Concannon

C. J. O'Donnell Is New VP; Glenn Pavlicek Is New Treasurer

C. J. O'Donnell, president of the Massachusetts Maritime Academy chapter, assumes his new role this month as MSCA vice president, following his election in April.

O'Donnell has been a member of the MSCA Board for seven years and served as a delegate to both the MSCA Delegate Assembly and the MTA Annual Meeting. He chairs the DGCE bargaining committee and has served on the day unit bargaining committee for seven years. For the last five years, he has chaired the Salary Database Committee.

Glenn Pavlicek, elected MSCA treasurer in the spring elections, joins the executive team and Board of Directors. A faculty member at Bridgewater State since 1984, he teaches mathematics and computer science.

Pavlicek has served on the Bridgewater State chapter executive board since 1991, and for seven years was chapter president.



C. J. O'Donnell



Glenn Pavlicek

From the Editor:

This issue of *Perspective* is my last, as I am stepping down as editor. Thank you to all our contributing editors, especially **Susan Sturgeon**, **Lou Caton**, **Alan Feldman**, and **Maynard Seider** for stories, photos and ideas, and to the members who submitted articles and reviews. Thanks, too, to the MSCA officers, directors and committee chairpersons who have often helped out by providing information, updates and photos. Much gratitude goes to **Donna Sirutis**, **Arline Isaacson**, **Bob Whalen**, **Jim Sacks** and **Jerry Spindel** at the MTA for their reports, stories and photos. Thanks also to **Susan McCarthy** for her creative work in design and layout. Finally, thanks to **Pat Markunas** for her steady support, and for setting high standards in MSCA communications.

—Ben Jacques

MEMBERS MAKING NEWS

*Professor John Budz, self-portrait*

Portraits of the Human Spirit

Framingham State's John Budz reveals the lives of students, faculty and staff in campus exhibits of his photography

Ben Jacques

The date was December 10, 2004, "the iciest, wintriest day of the year," remembers **John Budz**, professor of psychology at Framingham State College.

But that didn't keep 200 people from attending the opening of his Faculty Portraits photography exhibit in the Whittemore Library—40 color photos matted and displayed in long, horizontal panels installed in reading areas. The informal portraits capture members of the faculty doing what they do, teaching, reflecting, laughing, mentoring, conversing.

"I tried to reveal the spirit of the students," Budz says of his initial photography project.

With the president's encouragement and support, Budz expanded his work on campus, photographing students, faculty and staff in a wide range of activities and poses. He praises Heineman, formerly chair of the English department, for believing in his potential as a photographer. "She saw in me what no one else saw."

Commissioned by Heineman, who also retired in 2005, he created permanent exhibits in the Student

Budz now spends much of his time in his office at home, where, as a licensed psychologist, he conducts a private practice. Or you can find him in his studio, where he runs a portraiture business, the subjects ranging from children to opera singers, or making prints from his digital images of street scenes and skylines.

Switching from film to digital three years ago, he works only in color. And he prints directly from his camera images. "I never use Photoshop," he says. "I tell my students, 'Shoot as if Photoshop doesn't exist.'"

Throughout his studio and home, where he lives with his wife, Fitchburg State College English professor **Judy Budz**, large color prints compel the visitor's eye: a jazz musician at the keyboard, an immigrant family in London, a woman's face in a window in Italy, and weary French firefighters with shiny helmets battling a blaze.

The firefighters photo was displayed in a campus memorial service after Sept. 11, 2001, along with an unusual photograph of the American flag, a print of which Budz later presented to President George W. Bush.

Budz has also done documentary series, on subjects ranging from the Nazi concentration camp at Dachau to one he did for the Culinary Institute of America. He has done series on themes, such as his Portals of Life photographs, which show architectural openings leading to further openings—doors, windows, landscapes.

Psychologist that he is, Budz is fascinated with how photographs become stimuli. Many of his photographs reveal tension, requiring a response from the viewer. The professor has a term for this, "dialectical photojournalism." In fact, he's writing a book about it.

"In dialectical photojournalism, you create opposition, dissonance, conflict in a photo," he says. "Viewers project themselves into the picture and are then asked to resolve that tension in their own lives."

Sometimes the conflict is explicit, as in the firefighters' photo. "Sometimes it's something as subtle as the American flag."

Budz's work has appeared in several off-campus collections and venues, including on the cover of the *Massachusetts American Psychological Quarterly*, and on stage during a symphony orchestra performance.

On campus, his photos continue to document the lives and spirit of public higher education. Their impact is perhaps best stated in one student's response: "This photo makes me proud to be a student at Framingham State College."

The photos are black-and-white representations of Budz's color photographs.

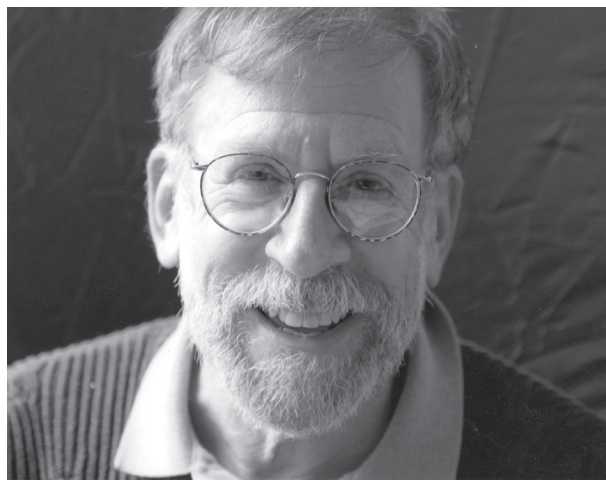
*Megan Brown, Class of 2006*

"John's photographs always catch you unaware and capture peoples' aura," the college president **Helen Heineman** said at the opening.

"You create beautiful images that pay tribute to the human spirit," English Professor **Art Nollezzi, Jr.**, wrote.

It all started when a student, a player on the women's rugby team, asked the psychology professor and amateur photographer if he would photograph the team. Budz, who retired in 2005, but continues to teach part-time, showed up on the field at 6 a.m. to photograph.

At a pep rally to drum up support for the club team, he presented team members with thirty 8 x 10-inch photos. When President Heineman saw the pictures, she was fascinated, and asked to see more.

*Alan Feldman, poet*

Union, Library, Athletic Center, and Dwight Hall, the administration building. Using the installation panels he created with lexan plastic, he periodically updates the exhibits, adding new portraits.

A photo session with Budz is sometimes a flurry of action. Diagnosed 25 years ago with a "movement disorder," Budz has trouble staying still. "I jump around a lot," he admits. "So I use a tripod. It hasn't stopped me a bit." Later, he adds, "Art excites me. I feel it in my body."

He is also likely to ask his subjects to move. Shooting a professor who teaches film, he told him to climb up on his desk, tossed two empty film reels up to him, and snapped photos from below.

*Portraits of faculty and staff are on display in the Whittemore Library.*

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