

ON BEACON HILL

Health Insurance for Part-Time Faculty is One Step Closer – Action Urged

Ben Jacques

A bill to provide health care insurance for part-time faculty moved a step closer to passage as the Joint Committee on Public Service in January gave it a green light and sent it to the Health Care Financing Committee.

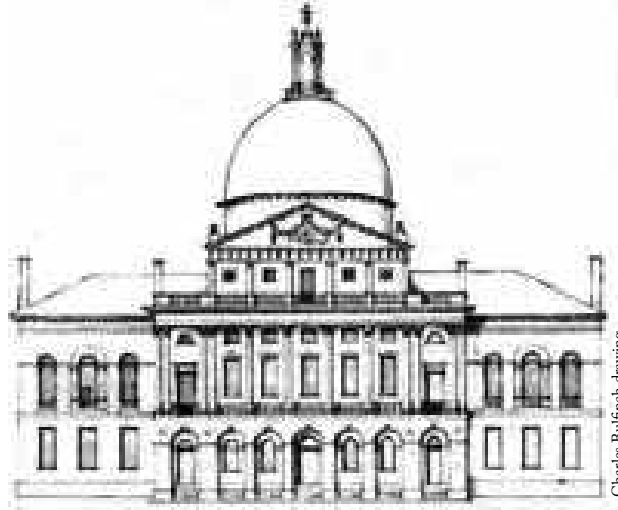
Senate Bill 1535 would make all part-time faculty who teach at least two courses a semester, or four in a calendar year, eligible for state group health insurance (based on three or more credits per course). It would apply to both day and evening unit positions.

“Our goal is to see this bill enacted into law before the legislature goes into informal sessions in July,” MSCA President **Pat Markunas** said.

Markunas said the MSCA is “working closely with MCCC leadership on lobbying efforts” in support of this bill, and called on full and part-time faculty and librarians to get involved. She thanked part-time faculty who testified at the State House and sent letters and emails in support of S. 1535.

“If you are interested in more extensive involvement in our lobbying campaign on this issue, please contact me directly at <Pmarkunas@aol.com>, or by phone at 978-542-7282.”

She urged members to express thanks to Public Service Committee Co-chair **Patricia Jehlen** (D-Somerville) and her colleagues on the committee for their support. “This is the first time this bill has been favorably recommended, and this is a positive sign.”



Charles Bullfinch drawing

Bill Calls for Full Funding of Public Higher Education by 2013

A bill passed February 15 by the Massachusetts Senate calls for the state to address the underfunding of public colleges in the Commonwealth “as quickly as possible,” with a requirement of meeting “full funding obligations” by 2013. It calls for an approximately \$59 million increase in FY 2007.

Senate Bill 2371 would require the state to put more dollars into operational funds and bolster capital funding, reversing years of underfunding during the Romney administration. It would establish new programs to support low-income students.

“The bill could provide an important vehicle to garner significantly better funding for public higher education in the coming years,” MTA consultant **Arline Isaacson** wrote in a summary.

The legislation would establish tuition retention on all college campuses and allow individual boards to set tuition based on the consumer price index (CPI).

“The most contentious part of the bill dealt with the question of who determines increases in fees: the BHE or the college presidents,” Isaacson wrote. The MTA supported an amendment, later rejected, to allow local presidents control over fees if the state underfunded their campuses.

S.2371 would require all colleges to contribute to a reserve fund to be used “during economic downturns to help the campuses avoid excessive increases in student fees,” Isaacson wrote.

Called “An Act to Support Access and Excellence in Public Higher Education,” the bill would create a council to advise the governor on all local trustee appointments and require training of new trustees.

S.2371 earmarks \$11.6 million in support of its initiatives. This includes \$8 million for a loan-forgiveness program for graduates who work in high-demand, lower-paying occupations. It gives \$2 million for a dual-enrollment program, which allows high school students to attend college classes, and it provides \$1 million in grants to Massachusetts students who successfully complete the federal Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR-UP).

With strong Senate support, the bill now goes to the House of Representatives, although when and even if the House takes up the measure is uncertain, Isaacson said.

One of the biggest concerns remains the issue of fees. The MTA will continue to lobby for local flexibility in setting fees, Isaacson said, “so that we can maximize the revenues available to campuses should their budgets be underfunded.”

Textbook Bill Would Harm Faculty and Librarians

Although the intent may have been good—to provide affordable textbooks to students—a bill now in the House of Representatives would put unfair and unreasonable restrictions on faculty and librarians.

Testifying January 18 before the Joint Committee on Higher Education, MSCA President **Pat Markunas** told legislators that House Bill 1262 could restrict faculty in how they select course materials and negatively affect learning in the classroom. Markunas had earlier met with MASSPIRG representatives, one of the bill’s supporters, to discuss ways to remove provisions adversely affecting faculty and librarians.

Continued on page 3

Five Run for Office in MSCA Officer Elections

Ballots Mailed to Your Home Address March 15

Five candidates for statewide office are seeking election or re-election in the MSCA officer elections beginning in mid March, although only one position, vice president, is being contested. **Pat Markunas**, professor of psychology at Salem State College, is seeking re-election to a fourth term as president.

Frank Minasian, professor of history at Worcester State College, is seeking his fourth term as vice president. This position is being contested, however, by **C.J. O'Donnell**, professor of mathematics at the Massachusetts Maritime Academy.

Nancy George, Salem State College librarian, is seeking re-election to her second term as MSCA secretary, and **Glenn Pavlicek**, professor of mathematics at Bridgewater State College, is running for the open position of treasurer. Statements from each candidate appear on pages 2 and 3.

Candidates have been meeting with members in campus forums held across the state. See the forum schedule on page 2.

All MSCA members who have paid dues are eligible to vote. Ballots will be mailed to members’ homes on March 15, and must be returned by April 6.

Important Election Dates:

March 15 – An MSCA member must have paid his/her dues by this date to be eligible to vote (Article III(2) and IV(2d) of the MSCA Constitution).

April 6 – All ballots must be received by the Labor Guild (the supervising agency) no later than 5 p.m., regardless of the postmark.

April 7 – Ballots will be counted and certified candidates notified of election results by the Elections Committee Supervisor. The ballot count will begin at noon and is open to all MSCA members in good standing.

April 13 – All written challenges must be received by the Elections Supervisor by 5 p.m. and submitted to the arbitrator by the next business day.

April 21 – All written challenges will be heard and adjudicated by the Elections Committee.

April 29 – The Nominations and Elections Committee supervisor will report the official election results at the MSCA Delegate Assembly, to be held at Bridgewater State College.

MSCA OFFICER ELECTIONS 2006

Patricia Markunas – for Re-election as President

December 8, 2005, was the fifth anniversary of my becoming president of the Massachusetts State College Association. Despite its challenges and frustrations, this job is “the hardest job you could ever love,” to borrow a phrase from the Peace Corps. I have been honored to serve as president for the past five years and seek your support for another two-year term.

I gave more consideration to seeking this fourth term as president than I have previously. I decided to run not just because of the accomplishments of the past but for the many goals that remain to be achieved. If elected and with your help, I look forward to dedicating my time, energy and resources to the following projects:



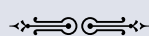
- development of successful strategies to confront and eliminate problems of salary inversion, compression and inequity within the full-time salary structure and to achieve salaries for faculty and librarians comparable to that of peers nationwide.
- successful negotiation of the 2006-2009 contract for the DGCE bargaining unit on time and with appropriate compensation for the outstanding work that full-time and part-time faculty do in educating this important group of students.
- passage of legislation to provide group health insurance benefits and inclusion in the state retirement system for hundreds of part-time faculty members at the state colleges, day and DGCE alike.
- amendment of the state's collective bargaining law (Chapter 150E) to allow for contracts bargained in good faith and ratified by the parties to be submitted directly to the Legislature for funding, instead of being bottle-necked in the governor's office and renegotiated at his/her whim.
- adoption of changes in the Social Security system to eliminate the offset penalties against public employees, including our faculty and librarians, so that we all may benefit from the contributions we made to Social Security in previous employment.
- continued development of new leadership at the statewide and local levels, so that our union benefits from new ideas and energy and will remain strong for years to come.

Thank you for the honor and privilege of serving as your president.

Candidate Forums Scheduled at Each Campus

Meet the candidates for MSCA office and discuss the issues at forums held on campuses across the state. For exact locations on each campus, check with your chapter president.

- | | |
|-----------------|-------------------------------------|
| Feb. 22 | Salem State, 10:30 a.m. |
| Feb. 27 | Bridgewater State, 3:30 p.m. |
| March 1 | MCLA, noon |
| | Westfield State, 3:30 p.m. |
| March 6 | Framingham State, 1:30 p.m. |
| | Fitchburg State, 4:00 p.m. |
| March 9 | Worcester State, 2:30 p.m. |
| March 15 | Mass Art, 12:30 p.m. |
| | Mass Maritime, 3:30 p.m. |



Governance Referendum at Mass Maritime will be held on

March 22 and 23, 2006
10:00 am to 3:00 pm
Harrington Building Faculty Lounge

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

Nancy George – for Re-election as Secretary



It has been an honor to serve you as Secretary of the MSCA and I ask that you support my re-election. This position is essential in the communication of issues and the maintenance of written records of MSCA meetings; as MSCA Secretary I conscientiously perform my duties with pride. My minutes are well-written and prompt, with drafts completed within 24 hours of each meeting. I will continue to commit the time and energy necessary to perform the duties of MSCA Secretary and encourage effective means of communication to the membership.

In addition to serving as the MSCA Secretary, I am the MSCA Webmaster, chair of the Ad Hoc

Committee on Librarian Concerns, the MSCA Salem Chapter Secretary, the MSCA Salem Chapter Webmaster, a Salem Chapter Delegate to the Delegate Assembly, and serve on the MSCA Board of Directors as the Salem Chapter Director. Through these activities I have participated in meetings with the Board of Higher Education and Council of Presidents, witnessing first-hand the challenges we face when dealing with the employer. I am a strong supporter of academic freedom, faculty/librarian tenure, and the need to improve working conditions and salary inequities.

I have a long history of holding leadership positions in professional organizations and fighting for employee rights at academic institutions. Prior to arriving at Salem State College, I represented my peers on university councils, fighting for improved employee benefits, working conditions, and salaries. Without a union, it was very difficult to make improvements and advances in these areas; as a result I feel tremendously proud and fortunate to be an active member of the MSCA.

With years of experience in leadership positions, I am well qualified to continue serving the MSCA as your Secretary. Thank you for considering my candidacy and I very much appreciate your vote.

Glenn Pavlicek – for Election as Treasurer

Working with and for the MSCA has been a constant part of my personal and professional life since I came to Bridgewater as a faculty member in Mathematics and Computer Science in the Fall of 1984. I became involved by attending the Delegate Assembly in 1988 and have served on Bridgewater's Executive Committee since 1991, including seven years as chapter president from 1993-2000. I have been involved in practically every aspect of the MSCA, from representing grievances, to attending bargaining sessions, to testifying for legislation, to representing MSCA at MTA annual meetings and NEA representative assemblies.



Bridgewater has been fortunate to have the MSCA Treasurer's Office on campus for the past several years. Gail Price has put together a wonderful operation with talented staff that does excellent work on behalf of all members statewide. My stepping into the Treasurer's role can provide the staff with a seamless transition and allow them to continue their work without the disruption that a move to another campus would bring. I intend to continue the work of monitoring the hirings on the various campuses, particularly those of visiting lecturers, who so often fall through the cracks at the various campuses. In many ways, the Treasurer's Office serves as the statewide human resources office for the Association, in addition to its work overseeing the finances of the organization.

In that regard, when I stepped down as chapter president, I joined the Finance Committee for the Town of Milton, which I eventually chaired for three years, preparing the Town's \$60 million (at that time) annual budget and presenting it to Town Meeting. While I make no claims of being a finance professional, I have quite a bit of experience with budgets, audits and investments and believe I can be of significant service to the MSCA. I hope you will support my candidacy.

If You Don't Get a Ballot . . .

Ballots for the MSCA Officer Election will be mailed to members' home addresses on March 15. If you do not receive a ballot soon after this date, or your ballot is destroyed, please call Cathy Quinn at the Labor Guild: (781) 340-7887.

Frank S. Minasian – for Re-election as Vice President



My position as Vice President of the MSCA has been challenging, exciting and rewarding. I am asking that you support my re-election to Vice President. The purpose of the Massachusetts State College Association is to organize, consolidate, improve and maintain the welfare of its members. As Vice President, I have strived to meet and expand all of these objectives.

My commitment to this organization started at its beginning over three decades ago. I have participated in the bargaining for every day contract for all members. I was a member of the Employee Relations Committee and was appointed by every MSCA President. I have also served as chair of the Grievance Committee to ensure

that all members' rights under the Collective Bargaining Agreement have been preserved. As a member of the Massachusetts Teachers Association Governmental Relations Council, I assist in advising the MTA on recommending its legislative program. Clearly, one of the greatest problems faced by the union has been the cumbersome bargaining process that allows the governor to manipulate the entire process. I took the leadership in the MSCA and got our board to unanimously support the changes required to streamline 150E and reduce the governor's influence in our bargaining process. These changes are before the legislature now.

My objective as Vice President is simple, to protect the rights of every member against capricious and biased decisions and to defend all unit members individually without judgment, prejudice or bias in any way. This year I also participated in organizing the MSCA response to preserve and protect governance in our CBA. The MSCA must continue to improve benefits for our part-time members contractually and legislatively.

My experience with the union is extensive, as I have had a long-standing interest in the history of labor laws and unions. A strong union consists of strong values while allowing flexibility to adapt to changing social settings in an evolving economy. My experience, commitment and passion allow me to devise new strategies in order to manage these changes. I ask for your vote for re-election for Vice President.

C. J. O'Donnell – for Election as Vice President



I am seeking the office of MSCA Vice President to advance the professional lives and interests of faculty and librarians at the statewide level. I have been an MSCA member since I was appointed to a faculty position at the Massachusetts Maritime Academy in March 1993.

Granted tenure in September 1998, I was elected as the MMA Chapter President two months later and have served in that capacity ever since. I have been a member of the Board of Directors for more than seven years and represented my chapter as a delegate to the Delegate Assembly and the MTA Annual Meeting for each of those years.

I have chaired the Salary Database Committee for the last five years and was elected as chair of the DGCE Bargaining Committee in October 2004. I have served on the Day Bargaining Committee for more than seven years. In the past I have served on the Elections and Credentials Committees.

President Markunas appointed me to serve on the Employee Relations Committee and the Joint Committee for the Study of Salaries. My work with the MSCA salary database has made me acutely aware of salary issues, in particular the issues of inversion and compression. My expertise with the database makes me well-equipped to address salary issues and I am committed to doing so.

I understand the significance of our agreements and the importance of their enforcement and I have been an active participant in both bargaining and enforcement. I have dealt directly with many of the State College presidents, academic vice presidents, and human resource directors. I have met with state representatives and senators on MSCA issues, and have testified before the BHE on behalf of the MMA faculty.

As Vice President, I see my role as an advisor to the other officers and as a leader in carrying out duties and responsibilities as directed by the president and Board. I have a good working relationship with Board members and look forward to continuing my service.

I ask for your vote this spring so that we can carry the union's good work into the future.

On Beacon Hill *continued from page 1*

Among other things, the bill would require textbook publishers to sell "unbundled" instruction materials, giving students the option of buying textbooks without CDs, workbooks and other materials. But it would also require faculty to consider the "least expensive materials" that are educationally sound when assigning course materials.

"General psychology is the second biggest market in college textbooks, and there are hundreds of titles offered. Are faculty members going to be required by law to review every single one to find the cheapest one that is 'educationally sound'?" Markunas asked.

But the bill's impact on libraries and librarians is perhaps most severe. The bill would require that publishers provide an extra copy of every textbook assigned by faculty members for reserve in the college library. Markunas told legislators that librarians have established policies to forbid this practice.

"At even the smallest institution, hundreds of courses are offered every semester and thousands of textbooks could be required to be put on reserve. The paperwork involved here is tremendous. Experience has demonstrated that textbooks on reserve are the first materials to be stolen from the library, generating even more paperwork and police reports."

"I remain very concerned about the textbook bill," Markunas said, "and the negative impact that it could have on every member of both bargaining units."

The MSCA Board of Directors and the MTA Higher Education Leadership Council have taken positions in opposition to H. 1262. The MTA Board of Directors voted to oppose those provisions of the bill that negatively impact faculty rights and academic freedom.

House Defeats Instate Tuition Bill For Undocumented Residents

Although a similar measure had been approved earlier by the Senate, a bill to grant in-state tuition rates to undocumented residents who have graduated from Massachusetts high schools was defeated 96-57 January 11 in the House.

House Bill 1230 would have allowed several hundred Massachusetts high school graduates who do not have legal status to pay in-state tuition at public

colleges and universities in the Bay State, instead of the much more expensive rate charged to out-of-state students.

It was supported by a number of civic and educational organizations, including the MSCA and the Board of Higher Education, but opposed by Governor **Mitt Romney** and Lt. Governor **Kerry Healey**. A recent study predicted that these students would contribute economically to their communities four times the amount the state invests in their education.

Under the bill, to be eligible students would have had to attend a Massachusetts high school for at least three years and state their intent to seek American citizenship. At present, children of undocumented families have limited opportunities for a college education. They are excluded from receiving state or federal financial aid.

"You know these children," Rep. **Marie St. Fleur** (D-Dorchester), the bill's sponsor, told House members. "Many of their parents bag your groceries at the store. They mow your neighbor's lawn. They clean your neighbors' homes. They wait on you at local restaurants. They care for your infirmed.... All they are asking for is the power to pay the same tuition rate as their peers."

Currently nine states offer eligibility for in-state tuition rates for undocumented residents, including California, New York, and Utah, according to the National Conference of State Legislatures.

Supporters of the bill had hoped to gain enough votes to override a veto by the governor. They were surprised by the bill's defeat and by the vocal opposition expressed by certain legislators, a number of whom switched their position after a flood of phone calls and messages from constituents.

Ali Noorani, executive director of the Massachusetts Immigrant and Refugee Advocacy Coalition, said the measure will be introduced again next year.

Thanking Bill's Supporters

Fifty-seven representatives withstood the wave of anti-immigrant sentiment to vote in favor of H. 1230.

"Even though the bill failed, it's a good time to thank those who supported it, and to recognize them for their courage in standing up for the educational rights of those in our communities," Markunas said.

Representatives voting in support of House Bill 1230 are, by last name:

House Speaker DiMasi

Rogers	Guyer	Murphy, C.A.	Sciortino
Rushing	Honan	O'Flaherty	Smizik
Atkins	Kafka	Owens-Hicks	Spellane
Balser	Kaprielian	Patrick	Speranzo
Blumer	Kaufman	Paulsen	St. Fleur
Bosley	Keenan, J.	Pedone	Story
Costello	Khan	Petersen	Swan
Eldridge	Kocot	Petrucelli	Toomey
Falzone	Koutoujian	Pignatelli	Torrisi
Festa	Lantigua	Rivera	Turner
Flanagan	Leary	Sanchez	Walsh, M.J.
Forry	Malia	Sannicandro	Walsh, S.
Fox	Marzilli	Scaccia	Walz
Goguen	Moran	Scibak	Wolf

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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PRESIDENT'S MESSAGE

News Flash to Management: Governance is Fine

Faculty/Librarians at 8 Campuses Uphold Current Governance System, Remain Concerned About Salary Issues

Surprising almost no one who has represented the state college faculty and librarians at negotiations at any time over the past three decades, faculty and librarians at eight state colleges voted to uphold the current system of governance at their local campus.

By a statewide margin in excess of 93 percent of the ballots cast, faculty and librarians affirmed the current system of governance and the central role that the union plays in that system. (Faculty at Mass Maritime will vote on governance on March 22 and 23.)

In various roles, I have been involved in day unit negotiations since 1985. At the start of every negotiations cycle, I review the results of the pre-bargaining survey of membership that we conduct. I have read every written comment submitted by any member over that 20-year period, and I keep a file folder of members' suggestions for bargaining on my desk.

The number one priority over that period of time, without question, has been salary and compensation. Related issues, like "flats vs. percentages," sex discrimination in salary, salary equity, the minimum salary formula, and salary inversion and compression, emerge from time to time. But the bottom line in bargaining — is the bottom line.

Problems or suggestions concerning the governance structure rate among the lowest priorities for MSCA faculty and librarians. The high priority given to salary issues and the low one given to governance held true for the most recent round of negotiations, concluded almost a year ago.

Management Pushed Referendum

We did not seek this referendum on governance. It was forced upon us by management's bargaining team that included some members who wanted to remove the union's central role in the college decision-making process. In the intensive time frame established last year to get the contract settled, management agreed to limit their proposals to four areas of priority. For whatever reason, they decided that forcing faculty and librarians to vote on participation in the decision-making process of the college (Article VII) was one of those priorities.

We agreed to hold the referendum if and only if the contract were fully funded. As elected representatives of the faculty and librarians, the MSCA Board of Directors voted unanimously to recommend that the current system of governance — upheld by arbitrators and praised by accreditation agencies — be maintained. The faculty and librarians voted as we predicted and as we urged them to do so.

The specific results by campus were as follows:

Bridgewater	60 - 9	Mass Art	21 - 0
Fitchburg	72 - 3	Salem	101 - 5
Framingham	51 - 2	Westfield	81 - 3
MCLA	45 - 12	Worcester	70 - 1.

Salary Inequities Remain

I confess to strong mixed feelings about these results. In truth, I am exhilarated at both the level of participation and the results themselves. But I am also frustrated that serious problems related to salary, as documented in the 2004 faculty salary study conducted by the Council of Presidents, were not a priority for their representatives at negotiations.

Instead of addressing salary inversion, management's representatives insisted on a merit-based salary program for tenured faculty and librarians only. Instead of addressing salary compression, they demanded a statewide vote on governance as a way of "empowering" the faculty. I don't know a single faculty member or librarian who feels "empowered" by this set of priorities, even those members who are critical of current governance.

Our governance structure may not be perfect, and there may be ways to improve it. But advocacy for change in governance should come from the faculty and librarians through their duly elected representatives, not from the administration that holds the final decision-making authority on campus anyway.

Missed Opportunities

Bear with me as I relate a story of what it's like to be the MSCA president in the current political climate. Last year, the Board of Higher Education established a Nursing Education Advisory Committee to grapple with the crisis of recruitment and retention of nursing faculty in public higher education. I was tipped off that this issue would be a priority for management's representatives last winter and that the MSCA had better be ready to deal with it at the table.

I was surprised, then, that no proposal about recruitment or retention of nursing faculty was ever offered by management—not the BHE's representatives nor the presidents'—during negotiations. Not a word was ever spoken about this issue or its importance at any time during the three years we were at the table.

I was surprised further when the agenda for the February 14, 2006 meeting of the Nursing Education Advisory Committee included this little item: "Collective Bargaining: Opportunities and Constraints in Nursing Faculty Compensation, Recruitment and Retention." I requested permission from BHE Chancellor **Judith I. Gill** to address this issue, even though I am not a member of the Committee.

Two days after sending my request, I was informed that the agenda for the meeting was to be changed and that the item on collective bargaining would be considered at a later date "since it is an important one about which we have to learn more."

I was disappointed. I had planned to entitle my remarks, "Collective Bargaining: Missed Opportunities and False Constraints."

The false constraints? Management's assertion that the governance structure needed a complete overhaul and that the union should be removed from its role in it.

The missed opportunities? That we spent so much time on management's priorities concerning governance, merit pay systems, and granting tenure to incoming academic administrators that we didn't have time to address the salary issues that can and will hamper recruitment and retention of outstanding faculty and librarians across the entire state college system.

It's too bad. Management might have learned "more" about collective bargaining if they had allowed me to speak to the Committee.

MSCA Board Meetings
Spring 2006

March 3	Worcester State College Foster Room
March 31	Framingham State College McCarthy Center – The Forum
April 28	Bridgewater State College East Campus Commons Rm. 113
April 29	Bridgewater State College Delegate Moakley Center Auditorium Assembly
[May 5 - 6	MTA Annual Meeting Hynes Auditorium/Boston]
June 2	Mass College of Liberal Arts

Open to all MSCA members in good standing, including part-time and DGCE, regular meetings begin at 10 a.m. and usually adjourn by 3 p.m. Time is set aside for visiting speakers. If you wish to address the Board, or have a question about board meetings, please contact the MSCA President's Office at 978-542-7282, or email Pat Markunas: <pmarkunas@aol.com>.

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