MINDING THE GAP
Faculty Salaries Are Catching up to Peers’… Sort of
By Brett M. Rhyne, Perspective editor

First, the good news.

According to a recently released study conducted by management, from 2004 to 2006, faculty salaries at Massachusetts state colleges rose about twice as fast as they did at peer institutions nationwide. This increase occurred both overall and across the three ranks.

Overall, our salaries increased 10 percent compared with the five percent increases our unionized colleagues saw at 38 comparable institutions. The difference for full professors was 10 percent to 6 percent; for associate professors, 9 percent to 5 percent; and for assistant professors, 11 percent to 5 percent. If the difference in rates of increase continues, our salaries will catch up with our peers’ in two to five years, depending on rank.

Now, the bad news.

We still earn substantially less than our peers at public colleges in other industrialized states throughout the mid-Atlantic region, the Midwest, California, Florida and Texas; overall, $4,500 less. Across all disciplines, we make from between 89 to 94 cents for every dollar our colleagues do.

It gets worse.

The figures reported above come from comparing our wages with those in the 50th percentile of earnings. To compensate for the high cost of living in Massachusetts, though, the study compared our wages against peers with earnings at the 75th percentile. When looked at this way, state college faculty of all ranks, on average, earn $11,000—or 14 percent—less than our peers. The difference is most stark for full professors, who earn 19 percent less than their counterparts.

Based on this comparison, state college faculty at all ranks were underpaid by 14 percent—86 cents on the dollar—with full professors again the worst off, getting underpaid by 19 percent, or earning only 81 cents on the dollar compared to their peers.

The study only compared our salaries to our peers’; it did not consider inequities within our pay structure. As a result, it did not address two major issues previously identified by MSCA: salary inversion (when a faculty member with less relevant service or of lower academic rank earns more than one with more relevant service and/or of higher rank) and salary compression (when the range of salaries among full-time faculty of the same rank does not vary appropriately in relation to years of relevant service, experience and/or possession of a terminal degree).

Management did not compare the salaries of MSCA librarians to their out-of-state colleagues. Anecdotal data collected by MSCA in 2004 suggest a similarly inequitous situation among librarians’ salaries.

It remains to be seen how the data from this study will affect the recently started day contract negotiations. The study does conclude with several conciliatory statements, however.

“Gains in [faculty] salaries,” it says, “can be largely attributed to the increases built in to the latest collective bargaining agreement.”

It admits “further significant increases are needed to close the gap between [MSCA] salaries and their peers’ salaries” and that “maintaining current funding levels is critical to continued growth and closing of salary gaps between Massachusetts colleges and their peers.”

Time will tell if management is prepared to walk the talk.

The Massachusetts State Colleges Faculty Salary Analysis was commissioned by the Boards of Trustees and the Council of Presidents of the nine state colleges and was completed November 2006. It replicates a 2004 study, which was discussed in the October 2006 Perspective. The full text of both studies are available on the MSCA Web site at www.mscunion.org.
Procedure to Elect Alternate Delegates for The MTA Annual Meeting

All delegates for the MTA Annual Meeting are allocated by the MTA to the MSCA in general. However, the MSCA apportions its delegation among the nine chapters, based on a one-person, one-vote principle, for nomination and election. The MSCA Board of Directors has adopted the following procedure to elect alternate delegates for the 2007 MTA Annual Meeting:

1) All chapter presidents must report the names of the delegates elected by the membership of the chapter, plus the list of alternates with the number of votes received by each alternate, to the MSCA President’s Office no later than Monday, April 23rd at noon.

2) After all of the delegates elected by the chapters have been reviewed for good standing and seated as delegates, all remaining vacancies will be filled by the alternates elected by the chapters. If the number of remaining vacancies is equal to or more than the total number of alternates, then all alternates will serve as delegates.

3) If the number of remaining vacancies is less than the total number of alternates, vacancies will be filled by alternates, in voting order by chapter, in proportion to the number of MTA members in the chapters that have elected alternates. In the event of a tie between or among alternates, a drawing by lot will be used to fill the vacancy.

4) Whenever a vacancy occurs among a chapter’s elected delegates, the vacancy will be filled by the next alternate that was elected by that chapter. If the alternates elected by that chapter have been exhausted, the vacancy will be filled in accordance with the procedure in #3, above.

5) Chapter presidents will be responsible for the prompt notification of the MSCA President’s Office whenever they become aware of a vacancy in the chapter’s delegation.

2007-08 Budget Proposal to the MSCA Delegate Assembly: Recommendation of the Board of Directors

MSCA Perspective
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2006-2007
2007-2008
Budget Proposal

9010 Office Maintenance
Telephone 8,000 8,000
Supplies 12,750 12,750
Postage 12,750 12,750
Equipment 0 0
Insurance 4,000 4,000
Archives 0 0
Printing 5,000 5,000
42,500 42,500

9020 Administrative Salaries/Payroll Taxes
President 16,845 17,351
Vice President 7,724 7,956
Secretary 7,724 7,956
Treasurer 12,599 12,977
Grievance Chair 10,206 10,615
Negotiations Chair Day 6,762 6,964
Negotiations Chair DGCE 2,673 2,754
Editing 7,207 7,432
MSCA Webmaster 3,244 1,671
Taxes 35,000 36,050
Secretarial Services 142,079 146,342
Negotiations Scribes 7,724 7,956
229,885 266,014

9023 Professional Services
1,000 1,000
Archives 1,000 1,000

9030 Board of Directors/Delegate Assembly
Meetings 28,378 30,000
28,378 30,000

9040 Negotiations/Labor Management
Sessions 20,000 20,000
Employee Relations Committee 4,333 4,333
Printing Contracts 0 0
24,333 24,333

9044 Data Base
Data Base Supplies/Meetings 1,576 1,576
1,576 1,576

9046 Ad Hoc Committee/Librarian Concerns
1,000 1,000
1,000 1,000

9050 Contract Administration/Grievance
Committee Expenses 7,200 7,200
Arbitrators’ Fees 16,974 16,974
Stenographers’ Fees 3,200 3,200
27,874 27,874

9060 Legislative
1,100 1,100
Committee Expenses 1,100 1,100

9065 Affirmative Action Committee
500 500
500 500

9070 Communications
Publication & Mailings 7 Issues 17,050 17,050
Related Expenses 2,950 2,950
20,000 20,000

9080 Conventions/Workshops
MTA Annual Meeting 17,000 17,000
NEA-RA 4,333 4,333
NCHE/Membership 2,950 2,950
24,333 24,333

9085 Elections
500 10,000

9090 Auditor’s Fee
5,700 6,500

9100 Discretionary Fund
430 430

9110 Local Support
16,000 17,000

9600 E-mail
1,570 1,423

TOTAL
4,855,350 4,753,250

Anticipated Income Worksheet

Current Dues Structure

Local Dues Members Dues Total

Full Time 1,500 $230 $345,000
Part Time
9-11 Credits 150 $115 $17,250
3-8 Credits 850 $70 $59,500
1-2 Credits 60 $20 $1,200

Total Dues Income $422,950
Total Projected Members 2,560

2007-2008 Projected Income

Dues Income $422,950
Local Support Reimbursement $43,000
Data Base Reimbursement from MTA $9,300
Total Projected Income $475,250

Data Base Reimbursement from MTA $9,300
Total Projected Income $475,250

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National Education Association: www.nea.org
PRESIDENT’S MESSAGE

April and May have always been the busiest months of the year for me in this position, and it seems especially true this year. Since March, I’ve been involved in meetings of the governor’s task force on higher education. I’ve thoroughly enjoyed the meetings and discussion thus far, given the mix of participants and their dedication to public higher education (see the member list on page four). There will be no formal report of the task force, but I’m sure the ideas generated will find their way into an anticipated reorganization of the state’s educational administration.

In closing, I would like to recognize the professional and their dedication to public higher education (see the member list on page four). There will be no formal report of the task force, but I’m sure the ideas generated will find their way into an anticipated reorganization of the state’s educational administration.

Much Ado about Much

By Patricia V. Markunas

Jane Fiste (Fitchburg), who worked at the end of March. I cannot understate Jane’s dedication to the Lynn School Department and left our service of three long-time chapter presidents: John Ambacher, Charles Hetzel and Maynard Seider.

The assembly comprises elected delegates from all nine chapters, but any MSCA members in good standing may attend by registering on-site or by contacting my office. The assembly convenes April 28 at 10 a.m., at the Mass College of Art in Boston, in the Tower Building’s 11th floor Trustees Room.

On May 11-12, MTA will hold its Annual Meeting in Boston/Hynes Auditorium. Many of the activities that occur there are similar to those at the MSCA Delegate Assembly. MSCA sends nearly 50 members to other members of the MSCA."

The hardest-working group of people in the MSCA, the nine chapter presidents are: (seated, l-r), Maynard Seider (MCLA), Ken Haar (Westfield), Amy Everett (Saline), Jean Stonehouse (Bridgewater), (standing, l-r), Jerry Concannon (Mass Maritime), Charles Hetzel (Pittsburgh), John Ambacher (Framingham), Dan Shortin (Westbrae) and Sam Schloerb (Mass Art).

MSCA Board Meetings Spring 2007

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

April 27
Mass. College of Art Trustees Room, Tower Building
May 11-12 MTA Annual Meeting Boston/Hynes Auditorium

April 28 Delegate Assembly
June 1 Westfield State College
Mass. College of Art Private Dining Room, Commons

Constitutional Changes Will Form Librarian Panel

By Nancy George, MSCA secretary

Member librarians have been informally discussing common issues and concerns for many years. Typically, these would be conversations between librarians before and after regional library conferences and meetings. As one can imagine, there were many issues to discuss, including difficult library administrators, library buildings in various states of disrepair, questionable collection development policies instituted by the difficult administrators, severe cuts in library budgets, and problems with work schedules. Although these discussions were therapeutic, working outside the auspices of the union was ineffective in finding any solutions. As a way to allow librarians to address these issues within the union, MSCA President Pat Markunas appointed the Ad Hoc Committee on Librarian Concerns in Fall 2002.

Once in committee, librarians regularly discussed the challenges facing them and their libraries through meetings, e-mail, Web pages and print mailings. The committee reported on its activities and concerns at MSCA Board of Directors meetings and met with the Day Bargaining Committee. In addition, the committee has consulted on contractual issues relating to union librarians.

At the upcoming Delegate Assembly to be held April 28, member delegates will vote on two amendments to the MSCA Constitution. Taken together, the amendments create a permanent Librarians Committee within MSCA, which will, in the language of the amendments, 'seek to find resolutions to librarians’ workplace challenges and advance issues affecting librarians and state college libraries to other members of the MSCA.'

—Nancy George is a librarian at Salem State College and the chair of the Ad Hoc Committee on Librarian Concerns.

Proposed Amendments to the MSCA Constitution:

Endorsed by the MSCA Board of Directors March 9, 2007

Additions are in bold-face. Deletions are in [brackets].

ARTICLE VII. COMMITTEES AND APPOINTMENTS.

1) Amendment One: Article VII, Section 1, add a new committee as follows:

Section 1. Standing Committees. The Standing Committees shall be the Bargaining Committees, a Grievance Committee, a Legislation Committee, an Affirmative Action, Equal Opportunity, Diversity (AA/EO/DIV) Committee, an Elections Committee, a Resolutions Committee, [and] a Credentials Committee [], and a Librarians Committee.

2) Amendment Two: Article VII, add a new Section 10 as follows and renumber Section 10 (Special Committees) as Section 11; Section 11 (Role of the MSCA President) as Section 12; and Section 12 (General Provisions) as Section 13.

Section 10. Librarians Committee. The Librarians Committee shall discuss and monitor issues specifically pertaining to the state college libraries and librarians. Working within the structure of the MSCA, the Librarians Committee shall seek to find resolutions to librarians’ workplace challenges and advance issues affecting librarians and state college libraries to other members of the MSCA.
THRIVING IN PUBLIC EDUCATION

Aldrich’s Concert Band Brings New Beat to Salem

By Susan Sturgeon, contributing editor

Mark Aldrich, doctor of musical arts, instrumental conducting and literature, is one of the fresh faces in the “new” Music Department at Salem State College. It’s not that the Music Department is actually new; it only seems that way. Thanks to the hard work and many years of planning by those who came before, the SSC Music Department has a new major, new graduates, new faculty members, new facilities, new state-of-the-art equipment, new performance space and new enthusiasm. Along with this has come an exciting new Concert Band.

“It’s about the people,” says Aldrich, referring to the students, professional musicians and music educators who so richly populate the North Shore. The reputation of the band has grown, based on the quality of the musicians and literature selection. The Concert Band includes around 40 players, all of whom must audition, including the students. Everyone who can contribute to and benefit from the experience is included.

Aldrich challenges the musicians to extend themselves and reach for higher artistic achievement. First, he selects high quality musical literature that is appropriate to the strengths of the players. He then thoroughly studies the musical scores, during which time he internalizes every player’s part, what they should sound like, alone and together with the other instruments. In this context, Aldrich quotes his father, also a college professor: “A course well prepared is half taught.”

Then come the individual preparation and many administrative details. Everyone must be on the same page before the first rehearsal ever starts. There must be efficient, productive and constantly improving rehearsals, where the conductor’s primary role is to nonverbally “be the music.” Then come the concert performances, including the students. Everyone who can contribute to and benefit from the experience is included. Aldrich takes the recordings with him when he visits its area high school music teachers and band directors. His goal is to sell Salem State College. But he has also sold many musicians on joining the Concert Band.

This semester, the Concert Band has attracted seven new performers—talented students and community members alike—based on last semester’s recordings and good word-of-mouth reports.

Mark is the first to give credit for the current success of the “new” Music Department to his colleagues, who feel they are talented and hard working. He credits President Nancy Harrington and Academic Vice President Diane Lapkin, for their continuing support and the school’s incredible new facilities.

Before coming to Salem State, Aldrich spent much of three summers and the two academic years between them at the “President’s Own” Marine Band Library and the Library of Congress Folk Music Archives, in Washington, D.C. There, he identified and researched wind band works and the original manuscripts of the songs for his book A Catalog of Folk Song Settings for Wind Band, published in 2004. Frederick Fennell, the patriarch and master in the field, entices readers with this endorsement: “We have been waiting for a very long time for Mark Aldrich to turn all of himself to this genuinely informative and exciting study. Just reading through excerpt copy he sent turned me into a day-long read and re-read of titles and lyrics I have played with all of my life. And the so-beautifully conceived and attractively assembled mountain of information is certain to reach beyond the classes which inspired it. Absolutely essential!”

Salem has a treat in store this spring. On Tuesday, May 1, the Concert Band will perform a ‘blues’ concert, including Blue Shades by Frank Ticheli, St. Louis Blues by W.C. Handy and Rhapsody in Blue by George Gershwin, and featuring Sanea Kanda as piano soloist.

—Susan Sturgeon is the serials librarian at Salem State College.