

The average salaries of MSCA faculty members by rank and for all ranks, as compared with our peers from comparable institutions.

## 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 inequitable 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.mscaunion.org](http://www.mscaunion.org).

## CONTRACT "TALKS"

### State Proffers Nothing, but Demands Union Proposal Before Day Talks Can Start

By C.J. O'Donnell, *bargaining chair*

Given the changes in the State House, members of the Day Bargaining Committee had hoped there would be a different tenor when we met with management at the first negotiation session March 13.

Unfortunately, that was not the case. MSCA opened by suggesting, as we have in the past, that the parties begin negotiations with an exchange of proposals. Management rejected this suggestion, as it has in the past, insisting instead that MSCA provide a comprehensive proposal before it proffers anything.

MSCA did have a proposal in hand. However, since the Council of Presidents had just released a new salary study that might have an impact on our proposal, and given that most members of our team had not yet reviewed the study, we decided to give management team just a portion of our proposal. We reviewed it with them that day.

The union team met as a committee March 23. We reviewed our proposal in light of the new salary study, and decided how to proceed.

The parties met again on March 29 and our entire proposal was presented to management. We had hoped that management would be able to present their proposal on April 5, but the employer's representative canceled that session and refused to commit to having a proposal ready by April 19, the date of the next scheduled session.

The union team comprises Amy Everitt (Salem), Alan Feldman (Framingham), MSCA President Pat Markunas, Ann Mrvica (Fitchburg), Chairman C.J. O'Donnell (Mass Maritime), Len Paolillo (MCLA), Glenn Pavlicek (Bridgewater), Sam Schlosberg (Mass Art), Vice Chairman Dan Shartin (Worcester) and Cheryl Stanley (Westfield). Donna Sirutis is the consultant for the MTA day unit. Hard copies of the union's asking proposal are available for review by MSCA members in local chapter offices.

Management's team comprises Mark Peters, counsel for the Council of Presidents and the Board of Higher Education; Peter Tsaffaras of the BHE Division of Employee Relations and Benefits Administration; Bob Martin, vice president for academic affairs, Framingham State College; Joan Rasool, senior vice president, Westfield State College; Ken Lemanski, COP executive director; Steve Kearney, associate dean of human resources, Mass Maritime Academy; and Kurt Steinberg, vice president for fiscal affairs, Mass College of Art.

—C.J. O'Donnell is MSCA vice president and a professor at the Massachusetts Maritime Academy.

## 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 23<sup>rd</sup> 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

	2006-2007 Budget	2007-2008 Budget Proposal
<b>9010 Office Maintenance</b>		
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
	<b>42,500</b>	<b>42,500</b>
<b>9020 Administrative Salaries/Payroll Taxes</b>		
President	16,845	17,351
Vice President	7,724	7,956
Secretary	7,724	7,956
Treasurer	12,599	12,977
Grievance Chair	10,306	10,615
Negotiations Chair Day	6,762	6,964
Negotiations Chair DGCE	2,673	2,754
Editor	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
	<b>259,888</b>	<b>266,014</b>
<b>9023 Professional Services</b>	<b>1,000</b>	<b>1,000</b>
Archives	<b>1,000</b>	<b>1,000</b>
<b>9030 Board of Directors/Delegate Assembly Meetings</b>	<b>28,378</b>	<b>30,000</b>
	<b>28,378</b>	<b>30,000</b>
<b>9040 Negotiations/Labor Management</b>		
Sessions	20,000	20,000
Employee Relations Committee	4,333	4,333
Printing Contracts	0	0
	<b>24,333</b>	<b>24,333</b>
<b>9044 Data Base</b>		
Data Base Supplies/Meetings	1,576	1,576
	<b>1,576</b>	<b>1,576</b>
<b>9046 Ad Hoc Committee/Librarian Concerns</b>	<b>1,000</b>	<b>1,000</b>
	<b>1,000</b>	<b>1,000</b>
<b>9050 Contract Administration/Grievance</b>		
Committee Expenses	7,200	7,200
Arbitrators' Fees	16,974	16,974
Stenographers' Fees	3,700	3,700
	<b>27,874</b>	<b>27,874</b>
<b>9060 Legislative</b>		
Committee Expenses	1,100	1,100
	<b>1,100</b>	<b>1,100</b>
<b>9065 Affirmative Action Committee</b>	<b>500</b>	<b>500</b>
	<b>500</b>	<b>500</b>
<b>9070 Communications</b>		
Publication & Mailings 7 Issues	17,050	17,050
Related Expenses	2,950	2,950
	<b>20,000</b>	<b>20,000</b>
<b>9080 Conventions/Workshops</b>		
MTA Annual Meeting		
NEA-RA		
NCHE/Membership		
	<b>23,000</b>	<b>24,000</b>
<b>9085 Elections</b>	<b>500</b>	<b>10,000</b>
<b>9090 Auditor's Fee</b>	<b>5,700</b>	<b>6,500</b>
<b>9100 Discretionary Fund</b>	<b>430</b>	<b>430</b>
<b>9110 Local Support</b>	<b>16,000</b>	<b>17,000</b>
<b>9600 E-mail</b>	<b>1,570</b>	<b>1,422</b>
<b>TOTAL</b>	<b>\$455,350</b>	<b>\$475,250</b>

### 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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### 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
<b>Total Dues Income</b>			<b>\$422,950</b>
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
<b>Total Projected Income</b>	<b>\$475,250</b>

## PRESIDENT'S MESSAGE

### Much Ado about Much

By Patricia V. Markunas

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.

On April 3, I testified informally at a Joint Committee on Higher Education hearing in support of two investment bills. Each bill calls for \$400 million in increased funding for public higher education over the next seven years. I also spoke in support of a proposed \$2.3 billion capital bond bill for repairs, renovation, maintenance and new construction projects at the 29 state college and university campuses.

At the end of this month, the annual MSCA Delegate Assembly will meet to hear the reports of officers and committee chairs, take action on MSCA's annual budget and dues, consider amending its constitution, and debate new business items, resolutions and other policy changes.

This year, we will consider constitutional changes related to the MSCA's committee structure (see story, this page). At the annual luncheon, we will recognize the service of three long-time chapter presidents: **John Ambacher**, **Charlie 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.

In May, JCHE will hold hearings on H1185, which would allow any state college board of trustees to designate their institution a "state university" if that college meets the Carnegie classification criteria. This hearing, open to the public, is May 10 at 11 a.m. in State House Hearing Room A-2.

On May 11-12, MTA will hold its Annual Meeting in Boston's Hynes Auditorium. Many of the activities that occur there are similar to those at the MSCA Delegate Assembly. MSCA sends nearly 50 members as delegates to this meeting. And in the beginning of July, the National Education Association holds its weeklong annual assembly, as well. Our delegation to NEA is listed below.

In closing, I would like to recognize the professional and dedicated service of Ms. **Jane Fiste**, who worked as executive assistant in the MSCA president's office for the past four-and-a-half years. Jane took a position with the Lynn School Department and left our employ at the end of March. I cannot understate Jane's contributions to the smooth operation of my office and to the cohesiveness of the organization statewide.

Ms. **Christine Melin**, a 1989 graduate of Salem State College, will assume the executive assistant position April 17. Chris worked for me when I was Honors Program coordinator, and I look forward to resuming our work relationship and friendship.



Patricia V. Markunas

## The Hardest Working People in 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 Everitt** (Salem), **Jean Stonehouse** (Bridgewater), (standing, l-r), **Jerry Concannon** (Mass Maritime), **Charles Hetzel** (Fitchburg), **John Ambacher** (Framingham), **Dan Shartin** (Worcester) and **Sam Schlosberg** (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@aol.com> 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

April 28 Delegate Assembly  
Mass. College of Art

May 11-12 MTA Annual Meeting  
Boston/Hynes Auditorium

June 1 Westfield State College  
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.

### MSCA Delegates to the 2007 Representative Assembly of the National Education Association June 30 to July 5, Philadelphia, PA

Gerald Concannon	Mass Maritime
Patricia Markunas	Salem State College
Ann Mvrica	Fitchburg State
Len Paolillo	MCLA
Charles Wellens	Fitchburg State

## 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 non-verbally "be the music." Then come the concert perfor-



Mark Aldrich conducts the Salem State College Concert Band.

mance and, finally, the mixing, editing and producing of a recording.

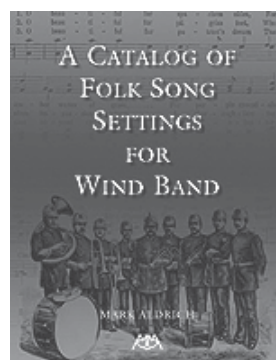
Aldrich takes the recordings with him when he visits area high school music teachers and band directors. His goal is to sell Salem State College. But he has also sold many musicians on joining the Concert Band. This semester, the Concert Band has attracted seven new performers—talented students and community 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 he feels 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 Sanae Kanda as piano soloist.

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



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## Governor Patrick Appoints Task Force on Higher Education

As reported earlier to MSCA faculty and librarians, Governor Deval Patrick has appointed a task force on higher education, to advise him on governance and reorganization of public higher education, short-term and long-term goals for the system, and a strategic vision for the system. The task force will meet weekly through the month of April. Below is the membership of the task force.

Bob Antonucci, Chairperson  
President, Fitchburg State College

G. L. Peter Alcock, Jr.  
Vice Chair, Board of Higher Education

Frederick Clark  
Former Executive Director, COP

Phil Clay  
Chancellor, MIT

Terry Gomes,  
President, Roxbury Community College

Mary Grant  
President, Mass College of Liberal Arts

Paul Grogan  
President, Boston Foundation

David Hartleb  
President, N. E. Community College

Deborah Hirsch  
Executive Director, Boston Higher Ed Partnership

James Karam  
President & CEO, First Bristol Corp.

Richard Kazis  
Senior Vice President, Jobs for the Future

Joe LeBlanc  
President, Mass Community College Council

Jean MacCormack  
Chancellor, UMass Dartmouth

Pat Markunas  
President, Mass State College Association

Representative Kevin Murphy  
Chair, House Higher Education Committee

Senator Rob O'Leary  
Chair, Senate Higher Education Committee

Pat Plummer  
Chancellor, Board of Higher Education

Brooks Smith  
Professor, Cape Cod Community College

Aaron Spencer  
Chair, Board of Higher Education

Mike Widmer  
Mass Taxpayers Association

Jack Wilson  
President, UMass