



Governor-elect Deval Patrick strides to the podium to make his acceptance speech at the Hynes Convention Center Tuesday, Nov. 7. Behind him on stage are Senator John Kerry, Lt. Governor-elect Tim Murray and Senator Edward Kennedy.

Perspective photo by Brett M. Rhyne

Sweeping Patrick Victory Promises New Era in College-State Relations

Brett M. Rhyne, Perspective editor

Deval Patrick's rousing acceptance speech to an overflow crowd of supporters at the Hynes Convention Center Nov. 7 acknowledged many of the constituencies that got him elected as the Commonwealth's first Democratic governor in 16 years, including "union members wondering why there is so little work when there is so much to do."

Patrick's recognition of workers was not gratuitous: he owes much of his success to the efforts of organized labor in general and unionized educators in particular. MSCA members, and our partners in MTA, supported Patrick's candidacy early and enthusiastically.

We like Deval because he believes in the mission of public higher education. "Massachusetts is the birthplace of public education and the university capital of the world," he says. "We must... ensure that our public schools, universities and colleges are preparing all our young people for work, citizenship and life itself."

"Higher education opportunities in Massachusetts will be second to none," he promises. In his platform, he proposes to "reinvest in public higher education," by issuing bonds "to invest in expansion and development of public colleges and universities. Proceeds from the bonds issued to support stem cell research, for example, will be invested in research facilities and faculty development in public colleges and universities."

Ambitious plans are all well and good; there are also smaller steps the Patrick administration can take to improve the state college system. These include:

- **Appointing people to the Board of Higher Education who are education-friendly.** The recent departures of Chancellor Judith Gill and Chairman Stephen Tocco (see related story on page four) provide Patrick with an opportunity to reshape BHE into a more generous, public-spirited body.
- Likewise, Gov. Patrick will hold tremendous sway over the appointments of

state college presidents and trustees. Currently, both Salem and Westfield State are looking for new presidents (see related story on page four) and trusteeships are continually opening throughout the system. **Encouraging the appointment of public-minded people** to these posts would do on the local level what their appointment to BHE would do on the state level.

- Putting generous, public-spirited people in governance positions would go a long way toward creating another vast improvement in public higher education: **Fostering fair bargaining practices on the part of the state.** Members don't need to be reminded how long we worked without a contract, or how arduous a process it was to get that negotiated contract put in place. As we begin another round of bargaining—union leaders have already started meeting with campus locals about the 2007-10 contract—having a negotiating partner we can trust is invaluable.
- The final, bitter lesson of 16 years of Republican rule came in mid-November, when Gov. Romney froze \$425 million in spending already approved by the Legislature. Included in those cuts are \$30 million from the Group Insurance Commission and \$3.7 million from state colleges; since retroactive pay raises have already been paid, college budgets have been cut by the amount of those raises. The lesson for Gov. Patrick? The value of a governor **working with, instead of against, the Legislature.**

Throughout the campaign, candidate Patrick said, "Public higher education has been chronically under-funded and under-valued by the Romney/Healey administration." No one knows the sad, hard truth of that statement more than our membership. But soon he'll be Gov. Patrick, and we'll all have reason to hope for something better.

BARGAINING

DGCE Back-and-Forth

The union's Division of Graduate and Continuing Education bargaining team met with mediator Mary Ellen Shea and representatives of management Oct. 3. At that time, the parties had a conceptual agreement on a change to the definition of "contract courses." Management sent draft language Oct. 11. Upon review, the team and MTA consultant Robert Whalen felt the language was not exactly what had been agreed. MSCA made minor changes and returned the modified language to management Oct. 16.



C. J. O'Donnell

For the remainder of October, MSCA attempted to get movement from management on the two outstanding issues: salary increases and graduate stipends. To date, there has been no progress on these items.

On Nov. 1, management forwarded revised contract course language that, in the team's opinion, was further from our conceptual agreement a month earlier. MSCA asked the mediator to request a face-to-face meeting with management to settle the issue, which was scheduled for Nov. 21.

— C.J. O'Donnell, chairman,
DGCE Bargaining Committee

Day Unit CBA Committee Announced

With talks for the 2007-10 day unit collective bargaining agreement starting this winter, the following representatives and alternates will serve on the MSCA's bargaining committee:

Campus	Representative	Alternate
Bridgewater	Glenn Pavlicek	Jean Stonehouse
Fitchburg	Ann Mrvica	Charles Hetzel
Framingham	Alan Feldman	Susan Dargan
Mass Coll/Art	Samuel Schlosberg	Nancy Cusack
MCLA	Leonard Paolillo	Deborah Foss
Mass Maritime	C.J. O'Donnell	Joseph Murphy
Salem	Amy Everitt	Martin Krugman
Westfield	TBA	Kenneth Haar
Worcester	Daniel Shartin	Anne Falke
MSCA President, <i>ex officio</i>		Patricia Markunas

—Brett M. Rhyne

PRESIDENT'S MESSAGE

Thanks to the Membership for its Support of Deval

Patricia V. Markunas



Several MSCA members attended a Deval Patrick fundraiser at the Kennedy family compound in Hyannis Oct. 7. President Patricia V. Markunas, left, poses for photos with Senator Edward Kennedy, Governor-elect Deval Patrick and Vice President C. J. O'Donnell. (An unidentified staff member is in the background.) Other union members in attendance comprised Sandra Faiman-Silva of Bridgewater State College and Susan and Michael Sturgeon of Salem State College.

Yes, that's me at the Kennedy Compound in Hyannis. Watching history being made.

It was a gorgeous day on the Cape on Oct. 7: cool, but a bright blue sky with puffy white clouds and a view of Nantucket Sound that cannot be beat. I have had difficulty standing for long periods of time since my accident in April, but I had no problem standing in a long line to shake hands with Vicky Kennedy, Diane Patrick, Ted Kennedy and Deval Patrick that day. To the latter I wanted to say, "You are going to make history," but I froze at the crucial moment and just wished him luck.

Under a huge white tent with 1,000 people—on the lawn where the famous touch football games were played—the historical impact of where we were and what was happening hit home. Sen. Kennedy talked about the commitment of his family to civil rights: civil rights for blacks and other minorities, for women, for immigrants, for gay men and lesbians, for the elderly, for the disabled. He talked about how the Commonwealth of Massachusetts has been in the forefront of every single civil rights movement since its central role in founding the United States of America 230 years ago.

Then he introduced Deval Patrick. Everyone on the lawn was struck with the realization that this man would never have been on that stage without the commitment of the Kennedys and the people of Massachusetts to the equality of all Americans. I had heard Deval speak three times earlier in his campaign, but he was on fire that day. It was not possible that he was not going to win this election.

After the speeches were over, Sue Sturgeon—my best friend in life—and I went down to the beach in front of the compound. My favorite picture of Jack Kennedy was shot there: him running down the beach barefoot, with his dog in pursuit. Sue and I savored that moment. Then we walked up the beach stairs to board the buses that would return us to downtown Hyannis.

A month later, Deval Patrick did make history by becoming the first African-American governor of Massachusetts, and only the second African-American to serve as a governor of any of the 50 states.

From the bottom of my heart, I thank each and every MSCA member who supported Deval: those who worked on his campaign, gave him money, made phone calls for him, turned out at visibility events for him, put signs in their yards for him, voted for him. After 16 years of Republican indifference or outright hostility to public higher education, public employee unions and the collective bargaining process, it was an incredible victory for all of us and our students. Together We Can.

MEMBER SPOTLIGHT

Psychologist Sets Sights on Schooner Sails

Susan Sturgeon, contributing editor

In 1995, Martin Krugman, a newly-hired professor of psychology at Salem State College, sat on a wharf in Gloucester, America's oldest fishing port. Looking at the old, deteriorating, wooden dory-fishing schooner *Adventure*, he recognized its potential as a floating classroom, a laboratory for teacher training and curriculum development, an environmental project, and a way to serve the educational needs of the greater North Shore community. As a clinical psychologist, Marty—as his friends and colleagues call him—also wondered whether he could some day use the ship as a floating laboratory to test theories of "adventure therapy," with exercises in character building and as an alternative to psychotherapy.



The Adventure

Adventure was built in 1926 in Essex and worked as a dory-fishing schooner until 1953, fishing for cod and haddock. Two years later, *Adventure* was refitted as a windjammer and carried passengers along the coast of Maine for the next three decades. In 1988, *Adventure* was donated to the city of Gloucester to be preserved and used to educate the public about the important role of fishing in American history. By 1994, though, the effort to preserve *Adventure* had stalled. The Gloucester Adventure, Inc., the non-profit organi-

zation that owned the schooner, was having difficulty finding the funds needed to restore the aging 122-foot schooner, and many thought that the old wooden tall ship was a lost cause.

Marty enjoys sailing, and he had served on the volunteer crew of *Adventure* during the summer of 1994. He soon joined the organization's board of directors. Within a year, the funds ran out, interest waned, the organization was in difficulty, and Marty found himself the only board member willing to serve as president; in 1995, he became the pro bono president of The Gloucester Adventure, Inc.

Eleven years and \$2.3 million in grants and donations later, the restoration of *Adventure's* massive wooden hull is now 95 percent complete. The hope is that the schooner will sail by summer 2008.

When that happens, a rarity will have survived. Most wooden schooners of the era have been lost at sea or abandoned and rotted away; on the other hand, *Adventure* is listed in the National Register of Historic Places and has been designated a National Historic Landmark and an official project of Save America's Treasures.

Marty also serves as co-chair of the Disaster Response Network of the Massachusetts Psychological Association; as such, he looks forwards to seeing *Adventure* serve as a living memorial to the more than 5,000 Gloucester fishermen lost at sea.

When fully restored, the schooner will measure 122 feet and weigh 230 tons. *Adventure* will become an active, at sea, non-profit training ground for teachers, a laboratory for curriculum development and environmental programs, and a learning space for schools and colleges in the area, just as the original donor and Marty had envisioned. It will also stand as an icon of the Gloucester community, which has suffered a loss of livelihood and identity since the decline of the family-based fishing industry.

If you are interested in helping to develop curriculum or programs or to just want to volunteer your time working on *Adventure*, please contact Marty at mkrugman@salemstate.edu or visit www.schooner-adventure.org.

—Contributing editor Susan Sturgeon is serials librarian at Salem State College.



Martin Krugman

Overworked: Union Forces Colleges to Stick to Contract, Limit Faculty Courseloads

Patricia V. Markunas, president

In my job, sometimes the most significant issues arise from the simplest of beginnings.

Nearly four years ago, I was sitting in my car at the bank's drive-up window when my cell phone rang. A chapter president told me he had discovered a problem with a faculty member's workload: the faculty member had accumulated an astonishing 18 courses in excess of the limit on teaching workload stipulated by the contract.

"Surely you're mistaken," I said. "You mean 18 credits."

"No," he said. "I mean 18 courses. 54 credits. It is a serious problem." Neither one of us knew then exactly how serious or extensive it was, but we were soon to find out.

We filed an information request of management through the Employee Relations Committee, asking for the names of all faculty members who had three or more teaching workload credits in excess of the Article XII limits. We were shocked to learn that, at the end of the spring 2003 semester, over 150 faculty members throughout the state college system were carrying an average excess workload of nearly eight credits each!

Article XII states that faculty members cannot be required to teach an average workload in excess of 12 credits per semester over the term of the contract. These extensive contractual violations erode workload standards, lead to a loss of tenure-track faculty positions, and increase academic advising and committee service responsibilities for the remaining faculty.

Through the ERC, we insisted that this backlog of excess workload credits be reduced as soon as possible. We were promised that it would be. But an information request filed at the end of spring 2004 revealed that the problem of excess workload credits got worse, not better, during that academic year. We were promised again that this backlog would be reduced.

A third information request filed during the fall 2004 semester revealed a continued worsening situation across the system. We had had enough of promises. We filed a consolidated grievance in the spring 2005 semester and demanded that the college administrations be directed by the chairperson of the Council of Presidents—at that time, Bridgewater State College President Dana Mohler-Faria—to reduce the backlog and uphold the contract on faculty workload.

To his credit, President Mohler-Faria issued a ruling in December 2005 ordering that three steps be taken to address the workload issue:

- that faculty members with three or more excess workload credits could not be assigned to teach more than nine credits during that semester;
- that faculty members with more than twelve excess workload credits—an entire semester's worth—had to be assigned even fewer credits to reduce their excess credits; and
- that faculty members with excess workload credits who were close to retirement had to receive reductions in teaching assignments large enough to eliminate the excess credits prior to that retirement.

As is apparent from the accompanying table, the ruling has reduced the average overload of credits by about one credit. But the number of faculty members involved has doubled since the problem was first identified in the 2002-03 academic year.

This contractual violation represents an average of 75 full-time faculty positions that should have been staffed every year for the past four years across the state college system.

The union leadership cannot enforce the contract by itself. We need management's cooperation to uphold the contract. Unfortunately, management failed to address this problem until a consolidated grievance was filed.

We also need the vigilance of faculty members and especially department chairs. Management will never hire additional full-time faculty if 300 current faculty members are willing to teach extra courses without prompt compensatory release time.

The ERC will review this situation at the end of the spring 2007 semester. We need not only management's commitment to solve this problem and prevent its recurrence; we need the faculty's cooperation in refusing to accumulate more than three credits in excess workload and the insistence of academic department chairpersons that faculty staffing levels be sufficient to uphold the current contract. Everyone's support in this effort would be appreciated.

WORKLOAD IN EXCESS OF CONTRACTUAL LIMITS

(end of spring semester 2006)

End of 2003 End of 2004 End of 2005 End of 2006

	End of 2003	End of 2004	End of 2005	End of 2006
BRIDGEWATER STATE COLLEGE				
# of Faculty	17	44	67	67
# of Credits	121.29	303.38	462.73	469.54
Average Overload	7.1	6.9	6.9	7
FITCHBURG STATE COLLEGE				
# of Faculty	5	8	2	2
# of Credits	68	65	45	33
Average Overload	13.6	8.1	22.5	16.5
FRAMINGHAM STATE COLLEGE				
# of Faculty	4	2	2	3
# of Courses	3.89	3.56	2.5	7.5
Average Overload	1.0	1.8	1.25	2.52
MASS. COLLEGE OF ART				
# of Faculty	0	4	15	4
# of Credits	0	14.17	85	19.41
Average Overload	0	3.5	5.7	4.9
MASS. COLLEGE OF LIBERAL ARTS				
# of Faculty	1	0	0	25
# of Credits	7	0	0	161.93
Average Overload	7.0	0	0	6.5
MASS. MARITIME ACADEMY				
# of Faculty	10	10	11	8
# of Credits	61.2	50.55	67.75	55.23
Average Overload	6.1	5.1	6.2	6.9
SALEM STATE COLLEGE				
# of Faculty	47	47	46	92
# of Credits	285.14	351.16	362.77	607.18
Average Overload	6.1	7.5	7.9	6.6
WESTFIELD STATE COLLEGE				
# of Faculty	32	36	48	44
# of Credits	195.94	233	344.88	287.32
Average Overload	6.1	6.5	7.2	6.5
WORCESTER STATE COLLEGE				
# of Faculty	44	54	58	59
# of Credits	456	612.25	725	657
Average Overload	10.4	11.3	12.5	11.1
TOTAL (except Framingham)				
# of Faculty	156	203	247	301
# of Credits	1194.57	1629.51	2093.13	2290.61
Average Overload	7.7	8.0	8.5	7.6

Notes: Only those faculty with three or more credits of workload in excess of contractual limits are listed. For Framingham, only those faculty with one or more courses in excess of contractual limits are listed.

Get Retirement Credit for Working as a Contract Employee

Members with 10 years of creditable service with the State Employees Retirement System who formerly worked as "contract employees" may be eligible to purchase that time as creditable service toward their retirement.

For more information and an application, contact the State Retirement Board:
www.mass.gov/treasury/srb.htm 617-367-7770 1-800-392-6014 (within Mass.)

You need to research your personnel files first and complete Part A of the application to the best of your ability (attaching copies of any proof of service: i.e., W-2 statements, pay stubs, letters, etc. for state service only).

Human Resources will try to help you complete Part B and assist you in researching any old records the college has to find any documentation that will help you meet the State Retirement Board's requirements.

Once the State Retirement Board notifies you that you are eligible to purchase contract service you have 180 days after the notice to either: 1) purchase the service via a lump sum payment or, 2) enter into an installment payment agreement. All service must be bought back while you are "actively employed". The Buy-Back unit of the State Retirement Board may be deluged by applications, and their review of each application may be delayed by the volume of applications received.



Before you complete the application, make sure you meet the following requirements:

- You must be a current member in service of State Employees Retirement System with at least 10 years of state service.
- The contract employee service being purchased must have immediately preceded membership or re-entry into SERS.
- The contract service being purchased must have been service to the Commonwealth, not service to a city, town, county or other governmental entity.
- The job description of the contract service position must have been substantially similar to the job description the member held upon becoming an employee and a member of SERS.
- The maximum amount of contract service eligible to be purchased is four (4) years.

TRANSITIONS

Chancellor's Leaving Tops a Season of Executive Turnover

Brett M. Rhyne, Perspective editor

Patricia F. Plummer was named interim chancellor of the Board of Higher Education Aug. 15. Plummer's tenure began Sept. 1 and will last one year; she's made it clear she has no interest in the job permanently. A search committee for a new chancellor will be convened once Governor-elect Deval Patrick takes office.

Plummer, 59, has served as the board's deputy chancellor for policy and planning since 2001. Before working for BHE, she was a tenured professor of nutrition and later associate vice president for academic affairs at Framingham State.

Plummer replaces Judith Gill, who announced in June 2006 she was resigning the post to become a professor in UMass-Boston's higher education doctoral program. By the end of her six years as chancellor, Gill had an increasingly contentious relationship with then-BHE Chairman Stephen P. Tocco, according to the *Boston Globe*.

BHE oversees state and community college systems, all these segments have a combined budget of \$1 billion and a quarter-million students.

Framingham State

Timothy J. Flanagan assumed the presidency of Framingham State Aug. 1. He came from the State University of New York College at Brockport, where he was provost and vice president for academic affairs from 1998 to 2006, and a criminal justice professor.

Flanagan was chosen from a pool of over 100 candidates; of the four finalists, none worked in Massachusetts. The three other finalists, all women, held upper management positions in Mississippi, Maine and Vermont. Flanagan may have had the inside track because he worked as a consultant for the BHE, according to the *Boston Globe*.

Flanagan replaced Helen Heineman, who retired in December 2005 after six years as president. Heineman started in Framingham in 1974 as a part-time English instructor; she moved up to become English department chair, academic vice president and finally president in 1999.

Salem State

President Nancy D. Harrington, whose association with Salem State spanned over 50 years, announced her retirement Sept. 26, effective in June. Harrington, 67, served as president for 17 years, making hers the third-longest tenure in the college's 152-year history.

Entering Salem State at age 16, Harrington earned her bachelor's and master's degrees there. After receiving her doctorate in education from Boston University in 1970, Harrington returned to Salem to work as director of elementary education student teaching, principal of the Horace Mann School, dean of the Division of Graduate and Continuing Education, and associate and acting vice president of academic affairs, before being named president in 1990.

A presidential search committee, headed by trustee Richard Bane, held its first meeting in mid-November. Other notable search committee members include \$2.5 million donor Henry Bertolon (class of 1974) and Salem Mayor Kim Driscoll (class of 1989), and union members geology professor James Cullen and accounting and finance chairman, and former local president, Paul McGee.

The committee hopes to find a replacement by the time Harrington leaves office at the end of June 2007.

Westfield State

At the other end of the spectrum is Westfield State's former President Vicky L. Carwein, who resigned last summer to return to the Pacific Northwest. Carwein served at Westfield a scant two years, between postings as chancellor of the University of Washington, Tacoma and her new job as chancellor of Washington State University, Tri-Cities.

While a committee searches for Carwein's replacement, Vice President for Advancement and College Relations Barry Maloney is serving as interim president, a position he held for five months prior to Carwein's arrival in July 2004. MSCA members serving on the search committee comprise Corrine Ebbs, William Lopes, Gerald Tetrault and Kim Tobin.

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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.

Feb. 2	MTA Regional Office Auburn Large Conference Room	April 27	Mass. College of Art Trustees Room, Tower Building
March 2	MTA Regional Office Auburn Large Conference Room	April 28	Mass. College of Art Delegate Assembly
March 30	MTA Regional Office Auburn Large Conference Room	May 11-12	MTA Annual Meeting Hynes Auditorium/Boston

MSCA Perspective

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Perspective is looking for contributing editors from Bridgewater State College and the Mass. College of Art. If you're an MSCA member and would like to help inform, educate and empower your colleagues, please contact the editor. Many thanks.

—Brett M. Rhyne

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