

## Day Unit Contract Extended One Year

**3.5% pay increase leads economic items; non-economic items include new grievance procedures, 'domestic partner' benefits**

*Pat Markunas, MSCA president*

With the current collective bargaining agreement having expired June 30, the MSCA bargaining team and management negotiated a one-year extension to run through June 30, 2008.

This extension provides for a 3.5% increase in all full-time salaries and part-time stipends; adjustments totalling \$350,000 to be paid to all full-time faculty and librarians employed as of July 1, 2007; and an increase in the state's contribution to the Health & Welfare Trust.

At its meeting of September 7, with all members present and voting, the MSCA Board of Directors unanimously recommended ratification of the proposed one-year extension to the MSCA membership.

A ratification vote is scheduled for Wednesday, September 26 and Thursday, September 27, on all campuses. Please see the "Notice of Contract Ratification" on page three for further information.

A detailed description of economic and non-economic items appears below and continues to page three. Management's objectionable non-economic language proposals, which were posted on the MSCA Web site earlier this summer, were withdrawn.

On behalf of the MSCA, I want to commend C. J. O'Donnell, Chair of the MSCA Bargaining Committee, and the chapter representatives for their hard work and dedication to the achievement of this settlement: **Glenn Pavlicek** (Bridgewater), **Ann Mrvica** (Fitchburg), **Susan Dargan** (Framingham), **Sam Schlosberg** (Mass Art), **Len Paolillo** (MCLA), **Amy Everitt** (Salem), **Cheryl Stanley** (Westfield) and **Dan Shartin** (Worcester).

Special recognition must go to our MTA day unit consultant, **Donna Sirutis**, and to the MTA Executive Director, **Ed Sullivan**, who was unwavering in his efforts to secure additional monies for our contract at the highest levels of the Patrick administration.

### Summary of the One-Year Extension of the Day Unit Agreement

**(July 1, 2007 to June 30, 2008)**

*C. J. O'Donnell, Chair,*

*MSCA Bargaining Committee*

#### Economic Items

1. A 3.5% across-the-board pay increase retroactive to July 1, 2007. This increase is applicable to:
  - a. All full-time unit members employed on July 1, 2007.
  - b. All salaried part-time faculty at Mass Art and clinical nurses at Fitchburg State.
  - c. The stipends for day unit part-time faculty (\$4142

for three-credit courses and \$5522 for four-credit courses). The stipends will increase effective July 1, 2007 and will be paid retroactive to the start of the fall 2007 semester.

- d. Faculty employed as a full-time temporary during the spring 2007 semester who were rehired on a full-time basis (temporary or tenure-track) for the fall 2007 semester. [Faculty in this category must receive a pay increase for the fall 2007 semester that is not less than 3.5% of the spring 2007 semester salary, plus the appropriate longevity adjustment as indicated below.]
2. A longevity adjustment pool of \$350,000 (0.3% of payroll). These increases will be applied with effect on July 1, 2007 after the 3.5% across-the-board increase.
  - a. All full-time unit members, salaried part-time faculty at Mass Art, and clinical nurses at Fitchburg State employed on July 1, 2007 will receive these increases.
  - b. Faculty employed as a full-time temporary during the spring 2007 semester who were rehired on a full-time basis (temporary or tenure-track) for the fall 2007 semester will receive these increases. [See 1 (d) above.]
  - c. Longevity in the bargaining unit for full-time unit members will be determined as described in the last paragraph on page 130 of the current agreement (years of service as determined for post-tenure review).
  - d. Longevity for salaried part-time faculty at Mass Art and clinical nurses at Fitchburg State will be computed on a full-time equivalent basis.
  - e. Each longevity adjustment "share" will be approximately \$110 - \$120 (the exact amount will be calculated by the parties). The number of shares will be determined as follows:
 

Years of Service	Number of Shares
Less than 10	1
At least 10, but less than 20	2
At least 20, but less than 30	3
At least 30, but less than 40	4
40 or more	5
3. A one dollar (\$1) per week per full-time equivalent member increase in the state's contribution to the Health & Welfare Trust, effective January 1, 2008.
4. Other payments and adjustments (promotion and terminal degree increases, chair stipends, professional development and post-tenure review for AY

2007-08) will continue as provided in the current agreement.

5. The minimum salary review for those receiving a promotion or terminal degree adjustment on September 1, 2007 will be conducted after the full funding and implementation of the pay increases above. Any adjustments will be paid retroactive to September 1, 2007.
6. The minimum salary review of all full-time and salaried part-time unit members scheduled for September 30, 2007 will be conducted after the full funding and implementation of the pay increases above. Any adjustments will be paid retroactive to September 30, 2007.
7. There will be no increase in the components of the minimum salary formula, the promotion adjustment or the terminal degree adjustment during this contract extension.

#### Non-economic Items

All references and page numbers refer to the 2004-2007 Agreement.

#### Article I – Recognition and Definitions

Page 4 – Cognate Department

Section D. 4. Library included in definition.

#### Article IV – Benefits

Page 31 – Sick Leave

Section A. 1. a. iv. (A) Add "domestic partner".  
(B) Add "domestic partner's child".

Page 34 – Sick Leave Bank

Section A. 1. b. seventh paragraph – Change "five (5) days" to "thirty-seven and one-half (37.5) hours".  
Add "the equivalent of" in front of "one hundred eighty-five (185) days".

Page 39 – Enhanced Paid Leave

Section A. 2. Add "domestic partner" and "domestic partner's child".

Pages 48, 50 – Travel Expenses

Section F. 1. a. & F. 2. a. Specify that the approved mileage rate is \$0.40 per mile.

#### Article VI – Department Chairpersons

Pages 69-70 – Searches

Section I. At the request of the AAVP, departmental search committees shall, prior to making its recommendation to the Chair, consult with members of departments where the new faculty member will teach in cases of extra-departmental teaching responsibilities.

#### Article VIII – Evaluation

Page 96 – Frequency of Evaluations

Section B. 1. Tenure-track unit members are not evaluated during a terminal appointment.

*continued on page three*

## THE EYES HAVE IT Members Get Benefit of Vision

Brett M. Rhyne, Perspective editor

In cooperation with the Board of Higher Education and MetLife, the union's dental benefit provider, MSCA is now offering its members free participation in an optical benefit program.

The program, MetLife's Vision One Eyecare Program, offers members discounts on eyeglasses, contact lenses and examinations, so long as the member seeks service from one of MetLife's authorized providers.

"The vision plan is basically an add-on to the dental plan, in the sense that everyone is entitled to it," says MSCA Treasurer **Glenn Pavlicek**, a professor of computer science at Bridgewater State College. "It's a discount program, like the Commonwealth discount plan. AAA has the same thing. This is one more. It's just a different set of providers, a different set of discounts."

The program is in effect now and costs members nothing. Its benefits include:

- savings of from 10 to 60 percent on frames, lenses, contact lenses and accessories;
- savings of \$5 off eyeglass exams and \$10 off contact lens exams; and
- an opportunity to participate in Contacts Direct, a mail order contact lens replacement program.

Lasik vision correction surgery is not covered by the program.

Discounts are available only at participating service and product providers, which include "thousands of eye care providers and optical shops, including Pearle Vision, Sears optical,

J.C. Penney optical, Target optical, and others," according to MetLife.

The vision benefit is available to union members now. Discounts are applied at the point of purchase. Members do not need to fill out any enrollment forms, nor do they have to submit any claim forms.

Members can get Vision One ID cards from their human resources office, but as Pavlicek points out, "You don't need them. Just go to a provider and give them the group name: BHE/MTA." The group number is 47039.

ID cards, as well as more information on the program and a list of providers, can be found on the MetLife Web site: <https://mybenefits.metlife.com/>. Use 'Board of Higher Education' for your company's name, which takes you to a page with links to dental and vision care information.

The vision benefit is free to union members because the state pays \$12 per employee per week into the Board of Higher Education/MTA Health and Welfare Trust, a fund run jointly by management and labor. This trust also manages the dental plan.

"That's why people get dental benefits and don't pay anything for them, because it's paid for out of that fund," says Pavlicek, who represents the state colleges on the trust's board. "The fund began with \$6 per employee per week in the 1970s, so the contribution really should be up around \$20 a week now to keep pace with inflation. On January 1, it's going up to \$13 per employee per week.



"We're a little behind," he adds wryly. Pavlicek notes that union members "used to have vision care along with dental care. But for years, the state didn't increase their payment into this fund, and the fund just couldn't afford it any more, so it was cut out. Which is why we don't have tremendous benefits; we have a low cap of \$750 a year."

Pavlicek estimates union members have not had vision benefits since the early 1990s.

"In talking with MetLife," he says, "we said we know you have this kind

of discount plan, and we negotiated with them, and they decided to put it as part of the package."

"The thing is, it really just gives you more options," he says. "It depends on what your favorite provider is. This one may give you more options than, say, Commonwealth of Mass or AAA."

"I usually just go into these places and say, 'I've got this, this, this and this discount plan — which one does me the best?'"

Now, union members can see for themselves.

### MSCA Perspective

A publication of the Massachusetts State College Association, the faculty and librarian union for the nine state colleges in Massachusetts.

#### Editor:

Brett M. Rhyne  
Salem State College  
352 Lafayette Street, Salem, MA 01970  
(978) 542-7088  
[perspective@ssclog.com](mailto:perspective@ssclog.com)

#### Contributing editors:

**Ben Lieberman**, Fitchburg State College  
**Alan Feldman**, Framingham State College  
**Ben Jacques**, Mass College of Liberal Arts  
**Maynard Seider**, Mass College of Liberal Arts  
**C.J. O'Donnell**, Mass Maritime Academy  
**Jim Gubbins**, Salem State College  
**Margaret Vaughan**, Salem State College  
**Lou Caton**, Westfield State College  
**Susan E. Dutch**, Westfield State College  
**Ann Falke**, Worcester State College

#### Design and layout:

Susan McCarthy, Salem State College

#### MSCA webmaster:

Nancy George, Salem State College  
[skinut97@yahoo.com](mailto:skinut97@yahoo.com)

#### Web sites:

Massachusetts State College Association:  
[www.mscaunion.org](http://www.mscaunion.org)  
Massachusetts Teachers Association:  
[www.massteacher.org](http://www.massteacher.org)  
National Education Association:  
[www.nea.org](http://www.nea.org)

## Post-tenure Review Alternative One

### Value of Pay Increases by Campus AY 2005-06

Campus	Ratings	PTR Increases	Payroll 4/1/06	PTR Increases as % of Payroll
BRI	29 exemplary / 9 meritorious	\$ 136,659	\$17,476,000	0.78%
FIT	19 exemplary / 5 meritorious	\$ 91,470	\$ 10,576,400	0.86%
FRAM	18 exemplary / 3 meritorious	\$ 87,062	\$ 10,114,800	0.86%
MCA	10 exemplary / 5 meritorious	\$ 52,622	\$ 6,799,600	0.77%
MCLA	10 exemplary / 4 meritorious	\$ 55,127	\$ 5,219,400	1.06%
MMA	7 exemplary / 2 meritorious	\$ 37,058	\$ 3,935,800	0.94%
SAL	35 exemplary / 11 meritorious	\$ 175,951	\$ 19,999,400	0.88%
WES	18 exemplary / 3 meritorious	\$ 85,414	\$ 11,293,000	0.76%
WOR	15 exemplary / 6 meritorious	\$ 82,534	\$ 9,046,800	0.91%
TOTAL	161 exemplary / 48 meritorious	\$ 803,897	\$ 94,461,200	0.85%

### AY 2006-07

Campus	Ratings	PTR Increases	Payroll 4/1/06	PTR Increases as % of Payroll
BRI	34 exemplary / 2 meritorious	\$ 152,512	\$ 19,055,876	0.80%
FIT	18 exemplary / 6 meritorious	\$ 90,508	\$ 11,826,933	0.77%
FRAM	19 exemplary / 2 meritorious	\$ 85,038	\$ 11,668,115	0.73%
MCA	13 exemplary / 1 meritorious	\$ 55,928	\$ 6,920,235	0.80%
MCLA	11 exemplary / 2 meritorious	\$ 49,657	\$ 5,758,218	0.86%
MMA	6 exemplary / 2 meritorious	\$ 33,420	\$ 4,374,716	0.76%
SAL	38 exemplary / 8 meritorious	\$ 177,857	\$ 22,804,032	0.78%
WES	22 exemplary / 2 meritorious	\$ 100,298	\$ 12,085,511	0.83%
WOR	18 exemplary / 3 meritorious	\$ 87,409	\$ 11,651,351	0.75%
TOTAL	179 exemplary / 28 meritorious	\$ 832,627	\$106,144,987	0.78%

**Summary of Contract Extension**

*continued from page one*

**Page 97 – Evaluations of Part-time Faculty**

Section B. 3. Part-time faculty evaluated first semester, then sixth semester or semester in which he or she teaches the 32nd credit, eleventh course at Framingham.

**Page 98 – First Year Appointments**

Section C. 1. a. Clarify that student evaluations and Department Chair classroom observations, only, are conducted in the first year.

**Page 99 – Students Evaluations (Full-time Faculty)**

Section D. 1. a. i. Web-based SIR-II shall be used only in distance education courses; access to written comment section will be blocked.

**Page 100 – Team-teaching (Full-time Faculty)**

Section D. 1. a. i. If faculty teach discrete portions, student evaluations given after his/her portion completed. Otherwise student evaluations are given on the usual schedule with students instructed that each faculty member is being evaluated separately.

**Page 102 – Classroom Visitations**

Section D. 1. b. Clarify: for reappointment Department Chair conducts classroom visitations each semester; for promotion/tenure conducted in the final spring semester of review period, none conducted in ensuing fall semester, unless not conducted in the previous spring semester.

Clarify: Peer Evaluation Committee normally conducts classroom visitations in the fall semester of the evaluation period, should conduct them in the final spring semester of review period if foreseen that the faculty member will not be teaching in the fall.

**Page 104 – Student Evaluations and Team-teaching (Part-time Faculty)**

Section D. 2. a. i. Web-based SIR-II shall be used only in distance education courses; access to written comment section will be blocked.

If faculty teach discrete portions, student evaluations given after his/her portion completed. Otherwise student evaluations are given on the usual schedule with students instructed that each faculty member is being evaluated separately.

**Page 107 – Teaching in More than One Department**

Section D. 4. (New) Student evaluations and classroom visitations conducted by Chair of department course is housed in, forwarded to Chair of faculty's home department or Director, Library or Library Program Area Chair for librarians. Peer Evaluation Committee can conduct classroom visitations in any course taught, regardless of department course is housed in.

**Page 110 – Non-tenured Chair**

Section E. 2. a. ii. Non-tenured Chair does not conduct tenure evaluation or serve as consultant to Committee on Tenure.

**Pages 117, 119-120 – Committee on Promotions, Committee on Tenure**

Sections G. 2. & H. 2. Members of the Committee on Promotion cannot serve as standing members of the Committee on Tenure; can serve as the member elected by the department if the candidate for tenure is not also a candidate for promotion. If no members of department eligible to serve on Committee on Tenure, then elect from cognate department.

**Pages 124 – Special Performance Reviews**

Section O – Delete entire section.

**Article IX - Tenure**

**Page 143 – Tenure**

Section A. 4 & A. 5. a. Tenure effective September 1 next following vote of Trustees.

**Article XI – Grievances**

**Page 180 – Expedited Grievances**

Section C. 7. Grievances regarding non-reappointment and tenure denial: violations at the Peer Evaluation Committee, Chair or Committee on Tenure level initiated at Step 1; violations at the AAVP, President or Trustee level initiated at Step 2. Grievances over any stage of the termination process initiated at Step 2.

Grievances regarding promotion denial for Instructors in their fourth year: violations at the Peer Evaluation Committee, Chair or Committee on Promotion level initiated at Step 1; violations at the AAVP,

President or Trustee level initiated at Step 2.

**Pages 182 and 183 – Steps 2 and 3**

Section C. 9. President responds within 20 days after the meeting with the grievant. Association may file a combined notice to proceed to Step 3 or Step 4 within 14 days. Two grievances addressed per mediation; if the grievances are related, then additional related grievances may be addressed.

**Article XII - Workload**

**Page 192 – Teaching Workload**

Section A. 2. a. Faculty not required to teach more than 120 credits (at Framingham not more than 30 courses) during academic years 2003-2004, 2004-2005, 2005-2006, 2006-2007 and 2007-2008.

**Page 208 – Extraordinary Workloads**

If part-time faculty covers the work, an additional prorated stipend must be paid.

**Article XII-A – Maritime Academy Workload**

**Page 214 – Training Coordinator**

Section A. 5. b. AAVP determines by April 15 which programs will have training on the upcoming Sea Term. Process for electing coordinators will not change.

Section A. 5. c. iv. Laboratory instruction added to duties.

**Page 215 – Medical History Form**

Section A. 5. c. vi. (New) Previously agreed-to medical history form and procedures will be incorporated.

**Page 218 – Federal Regulations**

Section G. 1. Classroom records required to be main-

tained under STCW code shall be maintained by Professional Maritime Faculty during the semester. At the conclusion of each semester custody of records shall be transferred to the administration for safekeeping.

**Article XIII - Salary**

**Page 229 – Joint Committee for the Study of Salaries**

Section M – Current language will be deleted. New Section M. Hold Harmless. If governor approves one-year FY07-08 agreement for a UMass unit containing full-time faculty with state funding more than 3.5% ATB and 0.3% additional, then MSCA would receive the amount in excess of these percentages.

**Article XV - Sabbaticals**

**Page 239 – Sabbatical Eligibility**

Section B. Length of service as a full-time temporary appointment immediately preceding tenure-track appointment counts towards eligibility.

**Article XX – Appointment and Promotion**

**Page 257 – Automatic Promotion to Associate Librarian**

Section D. An Assistant Librarian shall be promoted to Associate Librarian without an evaluation if he/she secures a terminal degree and such promotion is a term of appointment as an Assistant Librarian.

**Article XXI – Duration and Extent**

**Page 268 – Duration**

Section A. Negotiations on a successor agreement will begin no later than February 1, 2008.

**NOTICE OF CONTRACT RATIFICATION**

**MASSACHUSETTS STATE COLLEGE ASSOCIATION/MASSACHUSETTS TEACHERS ASSOCIATION/NATIONAL EDUCATION ASSOCIATION: DAY UNIT**

The ratification vote on the Tentative Agreement of August 27, 2007 for a collective bargaining agreement between the BHE and the MSCA for the period July 1, 2007 through June 30, 2008, will be conducted at each campus as follows:

**Wednesday, September 26 and Thursday, September 27, 2007:  
10:00 a.m. to 3:00 p.m.**

**Locations:**

<b>Bridgewater</b>	Chapter Office – 91 Burrill Avenue
<b>Fitchburg</b>	Condike Hall – Room 206
<b>Framingham</b>	Chapter Office – Hemenway Annex – Second Floor
<b>Mass. Art</b>	Critical Studies Office – Tower Building – Fifth Floor
<b>M.C.L.A.</b>	Faculty Lounge – Bowman Hall
<b>Mass. Maritime</b>	Faculty Lounge – Harrington Building
<b>Salem</b>	MSCA President's Office – 202B, Sullivan Building – North Campus Chapter Office – Room 121, Harrington Building – South Campus
<b>Westfield</b>	Chapter Office – Parenzo Hall – Room 010
<b>Worcester</b>	Faculty Lounge – Sullivan Building – Third Floor

Please vote at the college where you pay chapter dues or chapter agency fee.

The proposed 2007-2008 agreement amends the 2004-2007 collective bargaining agreement, which contains an agency fee provision. If the 2007-2008 agreement is ratified by a majority of those who vote, the agency fee provision will require that each bargaining unit member who elects not to join or to maintain membership in the Association pay the Association, on an annual basis, an agency service fee as a condition of employment. The most current agency service fee, projected for 2007-2008, is listed below.

	MTA	NEA	MSCA	BRI	FIT	FRAM	M Art	M Mar	MCLA	Salem	WES	WOR
FT	292.18	79.56	230.00	70.00	67.00	55.00	15.00	15.00	35.00	86.00	50.00	60.00
FT 1/2	146.09	42.38	115.00	35.00	36.00	40.00	15.00	15.00	16.00	43.00	25.00	30.00
9-11 CR	87.73	42.38	115.00	35.00	25.00	40.00	15.00	7.50	8.00	65.00	20.00	30.00
5-8 CR	87.73	42.38	70.00	25.00	18.00	20.00	7.50	7.50	6.00	22.00	15.00	24.00
3-4 CR	43.86	23.92	70.00	15.00	17.00	20.00	7.50	5.00	4.00	22.00	10.00	16.00
1-2 CR	43.86	23.92	20.00	10.00	11.00	10.00	0.00	3.75	2.00	7.00	5.00	8.00

The ratification vote is open to all employees in the bargaining unit covered by the proposed 2007-2008 agreement, regardless of their membership or non-membership in the Association. All employees in the bargaining unit are eligible to vote by secret ballot. Tabulation of the ballots will be held on September 28, 2007, at the Central Regional Service Center of the Massachusetts Teachers Association (48 Sword Street, Auburn, MA), beginning at 2:00 p.m. All members of the bargaining unit are welcome to attend. Results will also be posted on the MSCA website at <[www.mscaunion.org](http://www.mscaunion.org)>.

The Association's most recent financial report, in the form of a balance sheet and operating statement listing all receipts and disbursements of the previous financial year, and the proposed 2007-2008 agreement, as well as the 2004-2007 collective bargaining agreement, are available for inspection during regular scheduled hours at the MSCA/MTA Chapter Office on each campus.

The Massachusetts State College Association is affiliated with the Massachusetts Teachers Association and the National Education Association.

The MSCA Board of Directors voted on September 7, 2007 to recommend ratification of the Tentative Agreement. This document, in combination with the 2004-2007 collective bargaining agreement, constitute a one-year extension to the 2004-2007 collective bargaining agreement for the day bargaining unit (July 1, 2007 – June 30, 2008). All documents are on the MSCA website.

## SHOP TALK: FRED CLARK

## Clark Sees Advocacy Role as New BHE Chair

Interview by Brett M. Rhyne, Perspective editor

Gov. Deval Patrick appointed Bridgewater State graduate Frederick W. Clark, Jr. chairman of the Board of Higher Education Aug. 15. Clark has a long history with the state college system, from his serving as chairman of the Bridgewater Board of Trustees to his work as executive officer of the Massachusetts State College Council of Presidents. Perspective sat down with Clark to ask him how he saw his selection and what he hopes to accomplish.

**Perspective:** Firstly, congratulations on your appointment. It's encouraging to have a BHE chair who came out of the state college system.

**Clark:** Thank you very much. I think what's nice about it is that you have an appreciation for the opportunities colleges can provide, because you've been witness to it, you've benefitted by it. So you have a different passion for it.

**Perspective:** Until recently, you were a member of the Bridgewater Foundation. You co-chaired Bridgewater's first capital campaign, in '99. Over the next five years, you raised \$10 million for college's endowment.

**Clark:** Led an effort to raise \$10 million. There were a lot of people that really raised the money. Endowments are extremely important to our public colleges. They give our students — and faculty — value added that state appropriations can't do. Faculty research, student research, travel abroad, student publications, financial aid. There's a lot of value added that comes out of these foundations, but you have to build these endowments to the point that they can offer meaningful contributions. We're not really there yet. The state can be helpful with that.

**Perspective:** How?

**Clark:** The state has a program called the Endowment Incentive Program where, up to a certain amount of money, the state will match dollar-for-dollar private funds raised. It's a \$13 million program per year. The program is in fits and starts, though, and needs to have a stable amount of funding to come in. It hasn't been funded yet this year.



*"We have to invest in our public colleges."*

—BHE Chair Fred Clark

**Perspective:** You played a pivotal role in the 1990 awarding of a \$10 million federal grant to build at Bridgewater what is now the John Joseph Moakley Center for Technological Applications. At the time, it was the largest federal grant ever awarded to a state college in the United States. You're a guy who's good at bringing in money. Do you think that played a role in your selection as BHE chair?

**Clark:** No. I really don't. I think the reason I was selected because, as executive officer of the Council of Presidents, I spent the vast majority of my time trying to build collaborative relationships with all three segments of public higher education, build bridges to private education, and make a case for the institution of public higher education — an advocacy case, as to why investment is appropriate, in economic terms. It was that convener role, collaborative role, ability to work with people and not alienate them. And also, the experience of having served at just about every level. The understanding of the public system. It's the mission that I feel I have. I'd love to raise some money along the way, try to help from that perspective, but that's mission three or four; there's other missions, too.

**Perspective:** What's your top priority?

**Clark:** Remaking the Board of Higher Education into a real, supportive partner of public higher education. One that can be a convener of all the institutions to talk about subject-to-subject best practices, encouraging discussion amongst the colleges to learn from one another and bringing in national examples. What's equally important is making the case for investment in public institutions. Operating funds, we're 46th in the nation; capital funds, we're about 43rd, 44th in the nation, as a percentage of the budget, we're last amongst our competitor states. For financial aid for our students, we're about 44th in the nation. All of that adds up to a disgrace, from the state perspective. Only recently has the case been made in terms of why that investment is absolutely critical: because our public colleges, and the students who populate them, are our workforce in Massachusetts. We're producing the workforce. Can I give you a statistic? Two-thirds of all the high school graduates in Massachusetts who go on to college go to public institutions. Only in the last couple of years has there been a realization of those basic, factual numbers. We have to invest in our public colleges, we have to invest in our state's students, so building the advocacy case for that is a very important part of what I'm going to do.

**Perspective:** Who do you make the case to?

**Clark:** You make it to the business community. Over the five years I was with the state colleges, I spent a lot of time with the business community. You make it to Beacon Hill. And I want to say that the governor, Gov. Deval Patrick, understands; he's not a person that has to be educated as to the importance of higher education. He understand the importance of investment. That's one of the reasons I'm happy to serve: I know we'll have leadership and understanding from the governor's office. Leadership and understanding that we may have not had in a lifetime.

## MSCA Officers

Patricia V. Markunas  
MSCA President  
c/o Salem State College  
Salem, MA 01970  
(978) 542-7282  
(978) 542-7284 Fax  
Pmarkunas@aol.com

C. J. O'Donnell  
MSCA Vice President  
c/o Massachusetts Maritime Academy  
Buzzards Bay, MA 02532  
(508) 830-5000 ext. 2273  
codonnell@maritime.edu

Nancy George  
MSCA Secretary  
c/o Salem State College  
Salem, MA 01970  
(978) 542-7182  
skinut97@yahoo.com

Glenn Pavlicek  
MSCA Treasurer  
c/o Bridgewater State College  
91 Burrill Avenue  
Bridgewater, MA 02325  
(508) 531-2793 or (508) 531-2794  
(508) 697-9421 Fax  
pavlicek@bridgew.edu

## MSCA Chapter Presidents

Jean Stonehouse, President  
Bridgewater State College Chapter  
Bridgewater MA 02325  
(508) 531-2271  
jstonehouse@bridgew.edu

Ann Mrvica, President  
Fitchburg State College Chapter  
Fitchburg, MA 01420  
(978) 665-3303  
amrvica@fsc.edu

John Ambacher, President  
Framingham State College Chapter  
Framingham, MA 01701  
(508) 626-4766  
jambach@frc.mass.edu

Samuel Schlosberg, President  
Massachusetts College of Art Chapter  
Boston, MA 02115  
(617) 879-7588  
sschlosberg@massart.edu

Maynard Seider, President  
Massachusetts College of Liberal Arts Chapter  
North Adams, MA 01247  
(413) 662-5476  
M.Seider@mcla.edu

Gerald Concannon, President  
Massachusetts Maritime Academy Chapter  
Buzzards Bay, MA 02532  
(508) 830-5000 ext. 2272  
gconcannon@maritime.edu

Amy Everitt, President  
Salem State College Chapter  
Salem, MA 01970  
(978) 542-6366  
amy.everitt@salemstate.edu

Kenneth Haar, President  
Westfield State College Chapter  
Westfield, MA 01086  
(413) 572-5339  
KennyHaar@comcast.net

Daniel Shartin, President  
Worcester State College Chapter  
Worcester, MA 01602  
(508) 929-8595  
Dshartin@worcester.edu

MSCA Board Meetings  
Academic Year 2007-2008

Regular meetings of the MSCA Board of Directors begin at 10:00 a.m. and usually adjourn around 3:00 p.m. 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.

October 5  
Framingham State College  
Campus Center – 1839 Room

November 2  
Fitchburg State College  
Hammond Building Basement

December 7  
Framingham State College  
Campus Center – 1839 Room

January 11 (if needed)  
Framingham State College  
Campus Center – 1839 Room

February 1  
Framingham State College  
Campus Center – 1839 Room

February 29  
Framingham State College  
Campus Center – 1839 Room

March 28  
Framingham State College  
Campus Center – 1839 Room

April 25  
Salem State College  
Agganis Enterprise Center

April 26  
Delegate Assembly  
Salem State College  
Recital Hall  
[May 9 - 10  
MTA Annual Meeting  
Hynes Auditorium/Boston]

June 6  
Mass Maritime  
Room TBA