

MCCC NEWS

208

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MCCC 2003 Delegate Assembly

This year's MCCC Delegate Assembly, convened annually in the spring, will be held Saturday, May 10, 2003 beginning at 8:30 A.M. at the Ramada Inn Worcester, in, Auburn. The Ramada Inn Worcester is conveniently located at the intersections of Interstate Highways 290 and 90 (Mass Pike) and Route 12 in Auburn, Massachusetts. (See directions at end of this piece).

The meeting will feature brief presentations from the officers and coordinators. The proposed budget will be presented to delegates for adoption.

Each chapter is requested to send at least as many delegates from your chapter as the minimum target. A quorum requires

about 80 delegates. Each chapter is asked to strive to get at least their "Goal" number of candidates.

Dinner choices must be pre-ordered by one week before the meeting. That's May 3rd.

Delegates will also receive a Delegate Packet, with reports and the proposed budget at least one week before the meeting.

Directions

Auburn - Ramada Inn Worcester
624 Southbridge Street
Auburn, MA 01501
Phone: 508-832-3221
Fax: 508-832-8366.

From the East

Take 495 to exit Route 290 West, Follow 290 west through Worcester to exit 10.

Take a left at end of exit ramp, then a right at light.

The Ramada is immediately visible, the second entrance on your right. Best parking in rear.

From the West

Mass Pike East (I-90), To exit #10 I-395/Auburn/I-290/Worcester.

Take a left at end of exit ramp, then a right at light.

The Ramada is immediately visible, the second entrance on your right. Best parking in rear. ■

Higher Ed Leaders Stand United

On April 11th MTA Higher Education Leadership Council (HELCO) will bring all affiliated higher education leaders together to devise a united plan of action in anticipation of Governor Romney's soon to be released budget plan. Discussions at the statehouse have included significant cuts to higher education and possible reorganization of the higher education system. Union leaders will review updated information and work together to develop strategies to minimize the negative impact any possible cuts to higher education.

Tom Parsons, MTA Board member and past MCCC President, is the chairperson of HELCO which consist of representatives from all Massachusetts public institutions of higher education except UMass Dartmouth and Worcester. ■

Day Bargaining Team Prepares Its Demand Package

By Joe LeBlanc, Day Bargaining Team Chair

The MCCC's Day Bargaining Team is preparing to negotiate a new collective bargaining agreement.

For more than a year, the Team has met monthly to monitor contract extension issues, hear members' concerns and work on a demand package. The Team has received testimony from groups and individual members. A Demand to Bargain was filed with the BHE in December, 2002.

The Team has also reviewed member input gathered by the Day Bargaining Committee's membership survey. The results, along with other wide ranging input, are being used to help the Team compose its demand package.

In March, 2002, more than 20 nurses presented concerns about a variety of workload issues. In the contract extension ratified in July, 2002, the Team negotiated the inclusion of Joint Study Committees to examine the nurses' and other workload issues. The committees will begin their work in March and issue a report by early summer.

In addition, the Team has arranged for the following faculty to do special research projects to help prepare for negotiations: Jean Tillman, Holyoke CC nursing faculty; Carole Dupont, STCC science faculty; and Don Williams, North Shore CC English faculty. They will analyze contracts from the 10 classification states plus Connecticut with a focus on workload issues. A similar research project will be done on professional staff concerns.

In October, 2002, the Team negotiated the trial run implementation of the new student evaluated forms. In January, Day unit members received a joint memo from the MCCC and BHE urging faculty to use the forms in Spring, 2003 so to better prepare for full implementation in Fall, 2003.

In December, 2002, Day Grievance Coordinator Dennis Fitzgerald gave the Team an overview of negotiations and contract guidelines, reviewing the theory and practice of collective bargaining. In addition, he advised the Team about negotiations issues ranging from Articles 2 to 21.

At the same meeting, the Professional Staff Ad Hoc group presented its report on the following issues: work year and compensation equity; pay grade limitations; point value equity; part-time experience and professional ranking equity; and Article 12.04 and issues about the customary work week. Michael Bathory and Larry Dean, Greenfield CC professional staff unit members, presented for the ad hoc group, which met in Fall, 2002 at Quinsigamond CC to discuss and narrow its long list of concerns.

MCCC Research Coordinator Hilaire Jean-Gilles and MTA Researcher Dave Danning have also undertaken research assignments to support the Team. Jean-Gilles has outlined the percentage of professional staff who are placed at various grades in the classification study. He has also created a report comparing the numbers of full- and part-time faculty and professional staff. Danning is gathering new salary and workload data for faculty. He will also research professional staff issues comparing academic year vs. 12 month salaries.

The Team is seeking input and will work closely with both Joint Study Committees created under the Contract Extension as they study the impact of the fifth course on the quality of instruction and its appropriate application to clinical and lab-like courses, and the appropriateness of the classification system as applied to unit professional staff members.

Along with other MCCC leaders, the Team is working to lobby to fund the contract extension. The BHE costed out the extension in November, 2002. Former Acting Governor Jane Swift did not submit the funding bill to the legislature. Gov. Mitt Romney also refused to do so in January, 2003.

Team members include Chair Joe LeBlanc, Secretary Phyllis Barrett, MCCC President and ex officio member Rick Doud, MCCC Treasurer Phil Mahler, Holyoke CC Director Kathleen McDonough, Strategic Action Committee activist W. Brooks Smith and Northern Essex CC Director Gail Stuart. ■



The Professional Staff Appeals Review Board is finishing its work with the first round of professional staff appeals. Members and others assisting in this process include left to right: Carol Mathison, STCC; Peter Tsaffaras, BHE Deputy Director of Human Resources; Michelle Gallagher, MTA consultant; Joe LeBlanc, MCCC vice president; Linda Stern, Mass. Bay CC; Laurie Ranger, Middlesex CC; Gary McPhee, Middlesex CC Human Resources; Catherine Hacker, BHE; Steve Fabbrucci, Northern Essex HR; Maureen Wilder, Holyoke CC HR; and Evan Moran, BHE. Not pictured, Rick Doud, MCCC President and MTA Consultant Katie D'Urso. Photo credit: Rick Doud.

Chapter Visits

Please, if you have not already done so invite Vice-President LeBlanc and President Doud to a chapter meeting sometime during spring semester.

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MCCC Elections In Progress

All MCCC members are urged to participate in the MCCC 2003 elections. Ballots will be mailed March 7th for this year's elections for delegates to the 2003 MTA Annual Meeting and 2003 National Education Association Representative Assembly, "the RA". There are currently 28 candidates for election as delegates to the "RA" and 49 candidates for the MTA Annual Meeting.

MCCC members will receive a #10 envelope containing a cover letter, a two sided ballot, a page of statement of candidates for the "RA" and a #9 business

reply envelope addressed to the MCCC Worcester office.

Ballots must be received at the MCCC office in Worcester by 4 p.m. April 3rd. Ballots will be tabulated the following day, April 4th, 2003. Results will be posted on the MCCC website by Monday evening, April 7th.

The MTA annual meeting will convene in Boston, Friday afternoon and Saturday, May 25 and 26th. Elected delegates attending the annual meeting whose residence is more than 25 miles from Boston are entitled to a hotel room

for the evening. Delegates also receive a modest stipend from the MCCC to offset expenses.

The NEA Delegate Assembly will be in New Orleans, Louisiana July 1-6, 2003. The fifteen MCCC-elected delegates with the most votes who attend the "RA" will receive subsidies of a maximum \$800 for hotel, meals, and travel expenses from the MCCC. All expenses need be carefully documented with receipts that must be turned in within 30 days after the "RA". Delegates to the "RA" receive an additional \$200 subsidy from the MTA. ■

Candidates For MTA Delegates

| Candidate | College |
|-------------------------|---------|
| Albano, Roberta | STCC |
| Anania, Kenn | MACC |
| Blanchette, Marcia | STCC |
| Boch, Alex | NECC |
| Bourbeau, Maureen | STCC |
| Buckley, Douglas | STCC |
| Camillo, Henry | MACC |
| Carrion, Maria Estela | QCC |
| Coelho, Ronald | MACC |
| Coolidge, Christina | MWCC |
| Curley, Geri | BHCC |
| Cutler, Sandra | STCC |
| Czuchra, Kenneth | STCC |
| Donahue, Pamela | NECC |
| Doud, Richard | MICC |
| Dupont, Carole | STCC |
| Eason, Kathleen | BHCC |
| Fitzgerald, Daniel | HCC |
| Fitzgerald, Dennis | MACC |
| Flynn, Peter | NECC |
| Foley, Patricia | BRCC |
| Giaquinto, Carol | STCC |
| Gillies, Robert B. | QCC |
| Gillies, Sharron L. | QCC |
| Grain, Clark F. | RCC |
| Hoeth, Christopher | BRCC |
| Hovsepian, Sarah | QCC |
| Kleindienst, Lynn | STCC |
| LeBlanc, Joseph | NECC |
| Mahler, Philip | MICC |
| Martin, Lois | MACC |
| McLaughlin, John | NSCC |
| Murgo, John | MACC |
| Murphy, Joseph | BRCC |
| Nagle, Richard | MACC |
| Nardoni, Joseph | MICC |
| O'Heir-Coelho, Sheila | MACC |
| Palermo, Mark | NECC |
| Parsons, Thomas | MBCC |
| Rice, James | QCC |
| Rizzo, Joseph | NECC |
| Roberts, Wilson | GCC |
| Salvo, Thomas R. | NECC |
| Schwarzwalder, Caroline | NSCC |
| Takvorian, Kenneth | MWCC |
| Tetrault, Carolyn | STCC |
| Tressel, James | MACC |
| Weisberger, Ronald | BRCC |
| Williams, Donald | NSCC |

MASSACHUSETTS COMMUNITY COLLEGE COUNCIL ELECTION 2003

Candidates and Statements for Delegate to 2003 NEA/RA. New Orleans, Louisiana • July 1 - July 6, 2003

Albano, Roberta (Springfield Technical CC)

MCCC/MTA Delegate; Annual/Mtg 1993-2002 NEA/MCCC Delegate RA; 1991-1998 NEA/Higher Ed Delegate; Annual/Mtg SAC/MCCC Regional Coordinator 2002-2003 SAC/MCCC Steering Committee 2002-2003 Appeals. MCCC Committee 2002-2003 STCC/PA VP 2002-2003 STCC/PA Crisis Coordinator 2002-2003 Williamstown MCCC Delegate 2002 Professor Dental Assisting 1982-2003.

Barrett, Phyllis (Holyoke CC)

As MCCC Secretary and member of the Day Negotiating Team and other MCCC committees, I would like to be a voice for Higher Ed issues at the NEA-RA. I would appreciate your vote.

Boudreau, Catherine (Massasoit CC)

Faculty Member - Massasoit Community College; MTA President and MTA Vice President 1988-2002; active in MCCC since 1982 - MCCC Communications Coordinator, MCCC Board

Carrion, Maria Estela (Quinsigamond CC)

NEA/MTA assemblies represent an opportunity to improve skills and knowledge to better serve the MCCC and local chapter. With your support I look forward to engaging our state and national delegates in discussions and resolutions to put our community college issues on the platform and in NEA/MTA budget priorities.

Camillo, Henry (Massasoit CC)

Over 32 years college professor, librarian, adjunct faculty member and MCCC/MTA unit member. Building representative and secretary to my chapter over 15 years. 1980-1982 MCCC secretary. I participated in union rallies and strikes around the State by writing letters and telephoning my senator and representative regarding our issues.

Coolidge, Christina (Mount Wachusett CC)

I am a long term professional staff member from MWCC. My experience with the union includes MWCC VP, President, VP MCCC, MTA Governmental Relations, and currently MWCC's representative for SAC. I would appreciate your vote.

Curley, Geri (Bunker Hill CC)

I have been a delegate since 1992. I would appreciate your vote to allow me to represent the MCCC. I feel very strongly that participation is the best way to get Higher Ed issues a voice through serving on the New Business Item Committee. Thank you for your consideration.

Cutler, Sandra (Springfield Technical CC)

Co-Chair- SAC MCCC/BOD MCCC, Executive/cmt STCC Professional Association STCC SAC Coordinator. Thank you for your support.

Dole, Susan (Bunker Hill CC)

I have served as a delegate to the NEA for 9 years. I served the MCCC as president, vice-president and chapter president. I would appreciate one of your votes. Thank you.

Donahue, Pamela (Northern Essex CC)

Currently Chapter Treasurer. Attended MCCC Assembly from 1981 - 2002. Delegate to the MTA Annual Meeting for fifteen years and a member of the Higher Education Caucuses since 1986. I would like the opportunity to serve you by becoming a delegate to both MTA and NEA.

Doud, Richard (Middlesex CC)

I am asking for your vote to serve as your representative at the NEA and MTA annual meetings. I have served the MCCC as Middlesex chapter president and director, as well as serving as MCCC Vice-President and current President. Thank you for your vote.

Dupont, Carole (Springfield Tech CC)

MTA delegate 4 years, NEA delegate 3 years, building rep SAC regional coordinator Biology Professor 23 years. I will strongly support political actions.

Eason, Kathleen (Bunker Hill CC)

The following data is submitted to define contributions I bring to NEA/MCCC Delegation/Appointment: Honors/Professional Women's Advisory Board, ABI; International Who's Who of Professional/Business Women, ABI/IBC, Woman of the Year, 2002 et al; and MTA/MCCC Delegate 2002. Philosophy: "IF IT IS TO BE IT IS UP TO THREE!"

Fitzgerald, Daniel N. (Holyoke CC)

I will work to represent all segments of MCCC.

Fitzgerald, Dennis (Massasoit CC)

I appreciate your vote. I have served the membership in the following positions: MTA/NEA member 34 years, NEA delegate 8 years, MTA delegate 26 years, Grievance Coordinator 23

years, Joint Study Committee 9 terms, MACER Chairperson 22 years, Negotiating Team 7 Contracts, Chairperson and Chief Spokesperson 2 Contracts and Classification Committee

Flynn, Peter (Northern Essex CC)

Please consider giving me a vote. I've served four years as Communication Coordinator for the MCCC, four years as NECC Chapter President, and on the statewide Distance Education Committee. My attendance at the NEA-RA allows me to stay abreast of national trends in education to better serve our members. Thanks!

Giaquinto, Carol (Springfield Technical CC)

MTA/MCCC Delegate Annual Mtg 1993-2002 NEA/MCCC Delegate RA 1994-1998 Williamstown Delegate Summer Conf 1994-1996 Nominations Elections Chairperson 2001-2003 Clinical Lab Committee MCCC 2002-2003 GPO/WEP Committee STCC 2002-2003 Chairperson Dental Assisting Dept 1976-2003

Gillies, Robert B. (Quinsigamond CC)

Retired professor of Mathematics and Electronics. 1966 to present. MCCC By-Laws Committee 1992 to 2002. Chairman 2002. BOD 1980 to 1986. NEA-RA 1990 to 2002.

Gillies, Sharron L. (Quinsigamond CC)

I have represented the MCCC well in the past and would like an opportunity to do so again this year. Thank you for your vote.

Hovsepian, Sarah (Quinsigamond CC)

QCC BOD Representative; Prior member MCCC Executive Committee; MCCC Personnel Committee Member; MCCC By-laws Committee; Professional Staff Committee Member; MTA Emerging Leader; Prior attendee at both MTA Delegate Assemblies and NEA RAs - Would appreciate your vote!

McLaughlin, John (North Shore CC)

John holds two graduate degrees from Harvard University, law degree from Suffolk University Law School and holds an undergraduate degree from Boston College. At Harvard, John studied government and public administration while earning two master's degrees. John was chosen class marshal at Harvard's John F. Kennedy School of Government.

Nardoni, Joseph (Middlesex CC)

The challenges facing Massachusetts's public higher education system are shared by public campuses nationwide. Higher Ed must have a strong and unified voice to ensure that the NEA's policies and activities incorporate our needs as priorities in the coming year. I'll work on your behalf to make sure this happens.

Nettler, Jan (Holyoke CC)

I have actively served you at twelve NEA-RA's, MTA Annual Meetings, MCCC Board, Chapter President, Grievance Officer, Newsletter Editor. I have authored successful NEA-RA new business items and participated in several caucuses, including MTA, Higher Education, Peace/Justice, Gay/Lesbian, Women's. I work hard for the concerns of all educators.

Parsons, Thomas (Mass Bay CC)

MCCC past President currently serve as MCCC/MTA Board of Director, MCCC Board of Director, Member of MCCC Finance Committee, and Chair of the MTA Pension Committee. I would sincerely appreciate your support.

Roberts, Wilson (Greenfield CC)

I currently represent MCCC on the MTA Board of Directors. I was a member of the MCCC Board from the beginning until June, 2002, and served as MCCC Secretary for three terms, in addition to being Chapter President at Greenfield for many years. Please consider my candidacy as you vote.

Salvo, Thomas (NECC)

DCE Instructor since 1981; DCE Negotiations Team member 1999-2000; MTA Annual Meeting Delegate 1995-2002; NEA-RA 1997, 1999, 2000, 2002; MTA Summer Leadership Conference 1995-2001; MCCC Representative at NEA Critical Issues Seminar (Washington, DC), 1998; Please let me represent you.

Sherf, Nahum Abe (North Shore CC)

Professor of History and Department Chair. Member of MCCC Board of Directors and MCCC MTA Executive Committees. Please vote for me as a delegate for NEA Representative Assembly. Thank you for your support in the past and thank you for your consideration this time.

Takvorian, Kenneth (Mt. Wachusett CC)

Would appreciate your consideration, your vote, to represent you at both MTA, NEA annual meetings. Faculty member in Electronic Technology, Mathematics with 32 years teaching experience at Mt. Wachusett CC. Thank you for allowing me to participate in last year's meetings. Every vote counts! Please vote.

Communications Coordinator Posting

MCCC personnel policy dictates that the position of communications coordinator be opened up for applications in the first three appointments.

Position Description

The Communications Coordinator oversees and coordinates internal and external communications of the Council, reports on events and activities related to the Council and its members, and publicizes activities of the Council.

This Coordinator

- publishes at least nine monthly issues of the newsletter of the organization per year,
- creates pamphlets, flyers, etc., for the MCCC as necessary,
- attends the meetings of the MCCC Board of Directors and Executive Committee and other events,
- encourages and assists chapter newsletter coordinators, including offering training opportunities.

Desirable qualities include knowledge of and experience with desktop publishing and public relations experience.

Qualifications

A candidate must possess strong writing and speaking skills, must be a team player, and must be proficient in common media-related computer applications.

A candidate must provide evidence of writing, editing, and word processing and other print production skills, must be familiar with the journalistic process from writing to printing stages, must demonstrate effective skills in the areas of interpersonal and public relations.

Desirable qualities include knowledge of and experience with desktop publishing and public relations experience.

MCCC Support

An initial appointment is for two years. A beginning stipend of approximately \$7,900 is provided, and, if a full-time MCCC member, two sections of reassigned time are available.

Application Process

Applicants for this position should send a letter of application and resumé to Communications Coordinator

Position Application

MCCC
27 Mechanic Street
Worcester, MA 01608-2402

Applications must be postmarked no later than May 1, 2003. As a minimum the application materials should address the qualifications listed above.

President's Message

March 2003



Rick Doud,
MCCC President

Every once in a while it's good to get back to the basics, so I thought it would be appropriate to think about the 3 Rs. That's right: Reading, Reserves, and Revenues. I have been reading quite a few newspapers lately, and if I keep on I'm likely to jump out the nearest window. With the constant barrage of stories concerning our state's fiscal woes I've almost convinced myself that I need to stop reading the news if I want to keep my sanity.

It was reading that led me to think about the second R: Reserves. At one point in time the Commonwealth had a large rainy day or reserve account that could be drawn upon in times of fiscal crisis. In the current fiscal year, with budget deficits still looming around the \$700 million level, that once robust reserve account has all but disappeared. As the economic crisis in the state continues to grow, the budget deficit for FY 2004 is estimated to be nearly \$3 billion dollars. With a deficit that large and growing, the small amount left in reserves will be of no use in next year's budget plans.

Now that I have stopped reading the press and dreaming about a large reserve fund to save us, the only remaining R is: Revenues. It seems to be a simple word, but the new governor can't seem to say the word without the two-word prefix "no new." That would be fine, if by "no new" he meant restoring the income tax to its "old" 5.95% level. Unfortunately, I don't think that is what Mitt means. If we are not willing to risk the dismantling of our public higher ed

system, we must wage a campaign to convince the legislators and the voters of this state that revenues must be raised. Given that more than 45% of voters in the last election voted to eliminate the income tax, the challenge before us is daunting. We must begin to do what we do best: educate.

We must educate our fellow citizens that this pledge of no new taxes is a myth. When our students are forced to pay higher tuition and fees, they are indeed being taxed. In the February 12th *Boston Globe*, results of a study by the National Center for Public Policy and Higher Education were presented. During the last two years Massachusetts public higher education has led the nation in "taxing" students. On the average, for public higher ed students, tuition and fees have increased by 24% while the state has allowed grant aid to fall by 24%. Increasing the gap between tuition and aid has undoubtedly had the effect of squeezing some of the lowest income students out of our system.

We must not allow the burden of this economic crisis to be piled on the backs of those with the greatest needs. It is imperative that we make the case that our state budget problems can be cured by progressive tax increases, so that the burdens of next year's budget cuts are shared fairly by all citizens. Both the MTA and the MCCC have been developing public relations campaigns to convince voters and legislators of the importance of public higher education. The governor and the legislature must invest in public higher education if we are to have a growing economy in the future. We must make every effort to ensure affordable access for our students, and to maintain our programs, missions, and institutions. It is the graduates of our community colleges who will provide the workforce necessary for the future economic growth of the Commonwealth.

In Solidarity, Rick

Editorial Comment

A Clean Audit *by Peter Flynn*

The success of this most recent audit is significant because it reflects the success of the establishment of the Central office and reorganization of the financial and membership operations of the MCCC in response to the growth the MCCC has experienced in the last decade.

It marks the emergence of a new era of more rationalized business procedures with better record keeping and data processing, and more built-in controls and safeguards on spending.

A clean audit is a short and sweet story. The real story is the years of tremendous effort that were necessary to achieve that elegant summary.

The cost of MCCC's 2002 audit was half of what it was two years ago, reflecting improved systems data management. That is perhaps the most significant single bit of information garnered.

Congratulations to those currently managing the financial affairs of the MCCC. And congratulations to those many leaders, some no longer holding leadership positions, who had the foresight and struggled to put the MCCC's financial affairs on firm footing since the 1997 Operational Audit suggested ways the organization could modernize and mature to meet the fiduciary obligations to its expanding Day and DCE membership. ■

Know Your Day Contract

March 2003

March 1 Non-reassignment notice deadline for unit members under 4 years (p.29)

March 5 Leave of Absence applications due (p.19)

March 15 Dean's recommendations for Title change due (p.49)

March 15 Unit Personnel Practices recommendations for tenure due (p.30)

March 30 Department Chair evaluations (p.56)

March 30 Preferred schedules and course submitted (p.32)

March 31 Department chair vacancies announced (p.55)

April 2003

April 6 Dean's leave of absence recommendations due (p.19)

April 15 Dean's tenure recommendations due (p.30)

April 15 Title changes announced (p.49)

N.B. Dates may vary depending on the first day of classes. Most of these dates are "last date" standards. In many instances the action can be accomplished before the date indicated. ■

SAC REPORT

Political Success: Lessons Learned-More To Come

Sandy Cutler, SAC Co-chair

Semester break has provided time to analyze successful political strategies and plan new ones. We are moving into a political climate immersed in budget struggles, with many organizations vying for their piece of the pie.

Eugene McCarthy said, "Politics is like coaching a football team. You have to be smart enough to understand the game, but not smart enough to lose interest."

It is part of SAC's charge to keep our members interested in politics. This will enable us to be in a ready mode for immediate action. We will quickly mobilize and move on important issues while presenting cogent reasons for doing so. To understand "the game" we must look to our lobbyists and our reps and senators for guidance.

It is easy to feel overwhelmed and helpless in the midst of news overload. All news coming from Beacon Hill is bleak and appears to be bad news. Cuts, cuts, and cuts. Where will it all end? What will we have to give up while continuing to remain viable institutions, able to serve our students?

Sometimes it takes the worst of times to be able to evaluate what is in the best interest of all concerned. This is the time when we need to reenergize, reevaluate and work together for the common cause.

During the gloomy days of January, I read an outstanding book on the political process: Joel Blackwell's *Personal Political Power*. This reading engaged me in evaluating our own political process, where we were, where we are and where we need to be. Of interest to note, while we have been immersing ourselves in the political arena, we have been following many of his political strategies and have been successful because of wonderful effort from our informed members. There is, however, an incredible amount of work to be done. I do not have the space to review all of this book, but would like to highlight some of his suggestions and point out some of our accomplishments.

The following are some of his thoughts and blueprints for political success.

"Know your own local rep or senator." We have encouraged our members to do this via breakfasts, lunches and personal visits. Our legislators know who we are and that we are members of the MCCC. We must continue with these personal contacts.

"Personal phone calls weigh heavier than mass mailings." SAC has encouraged and rallied members to do this. Phone calls helped to hold back the increase in our health insurance premiums.

"Quit fussing about it and get involved." Members now realize that as state employees, politics is an integral part of our organization. Leadership cannot do it alone. It takes all of us to make our issues known. We have come to terms with the idea that we must be a part of the political process.

"Attitude can sink or save you." We cannot be naysayers. We must take risks and move deeper into the political arena. We have accomplished this in part when we hired MCCC lobbyist, Charlie Flaherty. We have moved positively when we formed our own MCCC Political Action Committee.

"You need an inside lobbyist." SAC and MCCC leadership found this to be a critical, missing piece as we moved into lobbying to fund our classification study. Flaherty knows the players and the system.

"Never ask a politician for anything until you have helped them enough that they will welcome an opportunity to repay you." On our campus, when we host a legislator breakfast, we ask our legislators how we can help them. We have assisted them with phone banks, campaign workers, signage and fundraisers. We have contributed to our MCCC/PAC personally and from our campus professional association. MCCC/PAC contributions helped legislators during this last election. We must continue this "giving and receiving" movement.

"Share personal experiences." Student involvement in the political process is essential. After all, this is what we are all about. Legislators are interested in student stories and respond to them. They are not only students, but voters also.

"The PAC is undoubtedly the most efficient and effective way to raise campaign money from a wide base of contributors. If you have no PAC you may not be taken seriously. If you want to be heard, it helps to have a PAC." How many campuses and individual members have contributed to our PAC? This book lists in detail eleven reasons for organizing and contributing to a PAC. That is fodder for another article.

It looks like the year 2003 will be a year filled with action, and the political arena will be awash in a whirlwind of activity. With your help, we are ready to meet this challenge.

Former Wyoming Senator Alan Simpson said this about lobbying and politics: "Take part or get taken apart." Words of wisdom to ponder as we move into the spring semester and a new year of political action. ■



President Rick Doud, left, meets at the MCCC Office with the union's Strategic Action Steering Committee as it plans for a full agenda of political action activities this spring. Members include Sandy Cutler, SAC co-chair and Executive Committee at-large member; Donnie McGee, Bristol; Roberta Albano, STCC; W. Brooks Smith, Cape Cod; Caroline Schwarzwald, North Shore; and Joe LeBlanc, MCCC Vice President and SAC co-chair. Photo credit: Phil Kennedy

Opinion

What's Wrong with Merit Pay?

by Michael Nutter, Chapter President, NECC

At a recent meeting of our chapter membership a resolution was passed asking that the chapter inform the Board of Directors that we oppose the inclusion of merit in our upcoming contract negotiations. This naturally entailed some discussion of the whole idea of merit pay. It led me to ponder the reasons for that opposition.

First, and foremost, was the general sense that merit was the sort of approach that led to the inequities which the classification system attempts to address. No one seemed to doubt that we would all be better off if the money devoted to merit were added to our salaries on base. I suppose if there were any confidence that the state would appropriately fund classification in the future, then the merit bonus would be seen as a true bonus. However, both history and current events militate towards inadequate funding, which means that in the zero sum game of our contract the supposed bonus will be subtracted from the rest of our package. Prolonged periods of under funding, like we saw in the previous decade, would make us dependent on the "bonus", thus turning the ostensible reward into a back-handed coercion.

Second, there is the question of what is truly meant by merit. I'll confess that it's been more than a few years since I took organizational behavior, but I think that some of the basic ideas still hold up. Evaluation should normally be based on performance criteria. In other words, on how you actually do the job. Merit was a subset of non-performance criteria which, although not performance itself, could be reasonably expected to relate to good job performance. Examples of such criteria include seniority, related job experience in previous employment, degrees held, licenses and certificates, publications, continuing education, and membership in professional organizations. If most of this looks familiar it's because merit as defined in the text books and in our classrooms is already the basis for much of our classification system.

If management is serious about merit, why don't they just let us know what additional criteria they want to add to the classification system so we can judge if they are reasonable and what the point value will be? If management is serious about merit, why are they dragging their feet on the implementation of points for licenses and continu-

ing education? If management in institutions of higher education are not using the definition of merit that is taught in our classrooms, have our professors and textbooks all fallen into error, or has management?

Next, and still from the management courses that I took, is the question of what sort of power base management will use in executing it's office. As I was taught there were two basic options. The first was reward and coercion. The second was expert and referent power. Referent power is a combination of identification and trust. Expert and referent power are familiar to us as teachers because we see every day that if we can tell a student what is right, and be a role model for the things we teach, then that student will autonomously go into the world and do likewise. Reward and coercion do just the opposite. Reward and coercion promote only public compliance. If you are truly acting because of reward or punishment, then there is no point in acting unseen, since the unobserved will be neither rewarded nor punished. Since reward is always in short supply, the approach will degenerate into increasing coercion, and because of the resulting avoidance behavior, increasing intrusiveness. To walk that path is to let it lead you to its natural destination.

One need only to pick up one's head and look around to see that the increasing intrusiveness and increasing coercion are what characterizes tyranny everywhere we find it. Autonomy, knowledge and trustworthiness, are the very ends of education. Even when politely stated, to run a system whose aims are of one nature, with the tools that lead to it's polar opposite, is incongruous and dysfunctional.

Lastly, is the problem that the award of the merit bonus is not grievable. This is largely due to the fact noted above, that there are no real criteria. My own view here is simply that "Those who do evil fear the light". The immunity of the decision creates a playground for office politicians. If this reward was intended to promote some behavior, then we would need to know what behavior was being rewarded. As it is, it defies the "performance/reward" relationship. If there are no criteria known in advance, and we have no way to pry out how the award decision was made afterwards, then it can not make any change in behavior, because there is no way to associate one with the other. All that is left is the capricious, arbitrary and unreasonable.

The faculty I know of, who got the award, acted all along out of their own professional motivations. To my knowledge, they would have done the same things with or without the waving of the merit carrot. The only way merit can work is to stop you from acting out of your own sense of professionalism and autonomy, and to make you plastic and malleable enough to be easily manipulated. In other words, the purpose of merit is to de-professionalize you. ■

MCCC Video

The MCCC is initiating a project to produce a CD-ROM or other medium about the MCCC - its history, its purpose, its people, past and present. To this end we need to create a detailed plan, acquire and create video documentation, and then assemble the materials on a CD or other appropriate medium.

We need writers for content of interviews, interviewers who could conduct interviews and tape them on digital DVD video, and video production experts who could assemble the video and audio for a final product and aid in the production. Any unit member who might be able to help, and who would be willing to contribute to this project, is invited to contact Treasurer Philip Mahler at 978-369-1972 (home office) or email at Treasurer@mccc-union.org. Current members of the project steering committee are Phyllis Barrett, Sandy Cutler, Rick Doud, and Phil Mahler. ■

"If You Want To Be Heard, It Helps To Have A PAC"

So says political consultant Joel Blackwell in his book, *Personal Political Power*.

A few months ago, the MCCC created its own Political Action Committee in an effort to further strengthen its clout on Beacon Hill. So far:

- Our PAC quickly raised funds to use in the fall election
- Our PAC contributed to 14 races
- Our members will visit these legislators soon to get further acquainted

In these challenging times on Beacon Hill, we need your contributions to our PAC TODAY!

Signed,

PAC Co-chairs and retired faculty Thelma Halberstadt and Priscilla Caira and PAC Treasurer Phil Kennedy

Send your checks payable to the
"MCCC PAC" to MCCC Political Action Committee,
27 Mechanic Street, Suite 104, Worcester, MA 01608

Tax Savings On Health Care

The GIC will be expanding its pre-tax offerings to include a Health Care Spending Account. Soon active employees will be able to enroll in the new Health Care Spending Account (HCSA) for medical expenses in addition to the Dependent Care Assistance Program (DCAP) for child care expenses. Employees can sign up during annual enrollment, ([HtmlResAnchor h](#)) for a six-month election of \$250 up to \$750 beginning July 1. This program will enable you to pay for non-covered health care expenses on a pre-tax basis. On average, participants achieve \$250 in federal and state tax savings for every \$1000 contributed. Use your HCSA to pay for:

- Physician office and prescription drug copayments.
- Medical deductibles and coinsurance amounts.
- Eyeglasses and contact lenses not covered by your plan.
- Orthodontia and dental benefits not covered by your dental plan.
- Hearing aids and durable medical equipment not covered not covered by your health plan.
- Smoking cessation and exercise classes prescribed by your physician.
- And more...

Like the DCAP program, it is important to estimate, as closely as you can, how much you will need for the six months beginning July 1. The amount elected is deducted from your paycheck on a pretax basis. Any funds you do not use you forfeit as of January 1. (After this year's annual enrollment, open enrollment for DCAP and HCSA will take place in November for calendar year 2004, the same times as the DCAP/open enrollment.)

To enroll, complete an application and submit it to your payroll coordinator by May 9, 2003. (Tax laws limit the program to active employees only.) Your election will be deducted from your paycheck on a bi-weekly basis, plus a small administrative fee of \$4.50 per month. As you and your family incur expenses, submit a claim form with your receipt to the program administrator at the Sentinel Benefits website ([HtmlResAnchor w](#)). Sentinel will process reimbursement claims and send direct deposits to your bank on a weekly basis. During annual enrollment see your payroll coordinator for forms and brochures; they will also be on our website. Questions? Contact Sentinel at 1-800-819-9833. ■

MCCC News

<http://www.mccc-union.org>

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The **MCCC News** is a publication of the Massachusetts Community College Council. The **Newsletter** is intended to be an information source for the members of the MCCC and for other interested parties. The material in this publication may be reprinted with the acknowledgment of its source. For further information on issues discussed in this publication, contact Peter Flynn, Northern Essex Community College, Haverhill, MA 01830, e-mail Communications@mccc-union.org



Annual Fiscal Finds MCCC Healthy

Directors attending the January 24, 2003 Board of Directors meeting at the Ramada Inn, Auburn viewed a presentation on the annual audit by accountants from the firm of Alexander, Aronson and Finning. Joel Aronson, vice president and partner of the firm, and project accountant Jeff Cicolini did a 90 minute summary presentation of the audit. The audit was "clean", uncomplicated by obstacles in data collection. The audit found MCCC accounting practices in good order. Joel Aronson was complimentary of the work of MCCC Treasurer Phil Mahler, Operations manager Philip Kennedy, Membership Services staffer Aaron Poirier, and Administrative Assistant Mamie LeBlanc. ■