

MCCC News

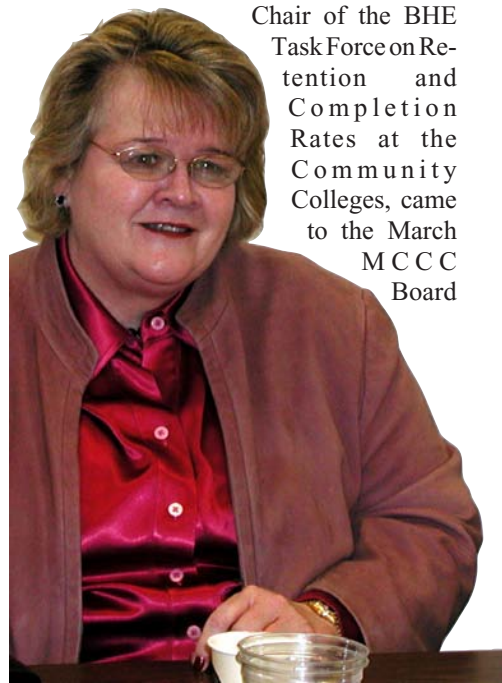


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Task Force On Retention and Graduation Rates

Jean-Marie Boylan, member of the Board of Higher Education, Trustee of Bunker Hill Community College, and Chair of the BHE Task Force on Retention and Completion Rates at the Community Colleges, came to the March MCCC Board



Jean-Marie Boylan, Chair of the Board of Higher Education Task Force on Retention and Completion Rates at the Community Colleges, discusses the committee report at the MCCC Board of Directors.

of Directors meeting to discuss the task force's recent report. She was joined by Mark Lange, Professor of Psychology at Holyoke Community College, who was the faculty representative to the task force.

Boylan and Lange made an initial presentation on what they found as the most significant aspects of the report and its findings. The impetus for the task force was, in part, the release of data from the federal Integrated Postsecondary Data System (IPEDS) showing that the 2005 average Massachusetts community college graduation rate of 17.4 percent was below the 21.5 percent national rate.

Because the IPEDS graduation statistics only track first-time, full-time college students who graduate within three years, Boylan labeled the data as irrelevant. She pointed out that the conditions in Massachusetts are different than other states. In fact, only 35 percent of new students entering Massachusetts community colleges are counted in the IPEDS graduation rate cohort.

One significant aspect in the low graduation rate is the lack of college preparedness on the part of our community college students. Boylan noted that, "At least 60 percent of community college students are not ready for college." These students must

take developmental courses that do not count towards graduation before they can take full credit courses.

The task force report cited national statistics showing that 70 percent of students who took at least one developmental course in college did not obtain a degree or certificate within eight years of enrollment.

Another significant barrier to graduation are the various financial and family pressures faced by students. Massachusetts is an extremely high cost of living state. In a 2006 BHE study, community colleges found that financial pressure was the single largest reason given by students for leaving college prior to graduation. BHE's Financial Aid Task Force found that the Commonwealth's primary needs-based financial program (MASSGrant) provided less than one third of community college tuition and fees. And this does not count the cost of books, supplies, transportation and other living expenses.

Lange said, "IPEDS is a national standard, and it won't go away. The issue is that our numbers will improve." Boylan added, "All the community college representatives were not defensive but said, 'We can improve.'" She went on to say, "The goal is

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Presidents Reject Nursing Agreement

For several years there has been an increasing demand for nurses by health care providers. There is an aging population of nurses currently employed, and with their imminent retirements, along with an aging general population putting greater demands on the health care system, the nation has a crisis looming.

The Massachusetts Hospital Association projects a shortage of nearly 10,000 nurses by 2010 and it will surpass 25,000 by the year 2020. College nursing programs, including those in community colleges, have plenty of applicants interested in the career. But there is a serious shortage of qualified faculty.

The Massachusetts Board of Registration in Nursing requires that faculty in nursing programs hold an MSN degree. No other masters degree is acceptable. This makes for a limited pool for colleges to draw from. Recent contract negotiations between nursing unions and Boston hospitals have yielded salaries for senior nurses at upwards of \$120,000 per year.

Few colleges can match this level of pay. And no faculty at any of our community colleges earns anything approaching it. Nursing programs have been finding it

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2007 Butler and Lemieux Awards

At this year's MCCC Delegate Assembly the Butler and Lemieux Awards will be presented to Kenn Anania and Rick Doud respectively.

The Butler Award is presented to a chapter president whose leadership, acts, or support have made a significant impact on MCCC unit members. It is given in memory of former North Shore chapter president Jonathan Butler. This year's recipient, Kenneth Anania of Massasoit Community College, has been a faculty member for over 30 years.

While always a supporter of the union, Anania's active participation began in the mid 1990s in response to the actions of an intrusive, activist college board of trustees. During this period the trustees were stepping in to make management decisions and politicizing the hiring process.

Kenn was a member of an *ad hoc* crisis committee who first went to Chancellor Koplik with their complaints, and when they received no satisfaction there, they then arranged a meeting with a senior advisor to Gov. Cellucci. After many months of organized activities, the crisis abated, and a union leader was born.

Anania subsequently ran for chapter president and ushered in a spirit of rejuvenation to the chapter. The Massasoit Chapter Bylaws contain a term limit on officers,

so there is frequent change in chapter leadership. Kenn is currently the president, and since 1998 he has served two, two-year terms as president as well as serving as vice president.

The Raymond C. Lemieux Award is given to recognize an individual whose service, leadership, and dedication have contributed significantly to the Massachusetts Community College Council. Ray Lemieux was a long serving MCCC member from STCC who served in a variety of statewide roles including negotiating teams and MCCC Treasurer.

Rick Doud's name will be familiar to anyone who has been involved with the MCCC for at least a year. MCCC President, vice president, director, chapter president and vice president, Doud has held a wide range of union positions over his 20 plus years as union member. Currently chair of the Day bargaining team, he has worked on a number of teams in the past as well.

In nominating Doud for the award, Middlesex Community College chapter president and director, David Kalivas, said, "Rick has been a dedicated MCCC leader whose persistence, compassion, and commitment to helping our membership achieve its goals should be recognized with the Raymond C. Lemieux Award." ■



Kenn Anania, Massasoit chapter president, 2007 Jonathan G. Butler Award recipient.



Rick Doud, former MCCC president, 2007 Raymond C. Lemieux Award recipient.

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Rites of Spring For the M-triple-C



Donnie McGee,
SAC Chair &
MCCC Vice President

The vice president has composed the verse below in iambic pentameter to reflect on the events of the past academic year and look forward to the next.

But oak trees, still so resolute, do seem
Unwilling to unfold their leaves of green.
Such hesitance bespeaks some work remains
'Til greenery arrives and summer's claimed.
I'm glad to feel the earth beneath my stride.
These rites of spring have me most energized.
But I too know much union work remains:
The challenges we face have staked their claim.

Statistics far and wide have made headlines
That try our student success to define,
Not knowing that our mission is complex.
Our students' gains aren't measured by this press.
Our colleges have promised to serve all
With open doors, regardless of the toll,
So campuses are bursting at the seams.
State funding won't support so many dreams.
Though Patrick has quite bravely tried to fix
The budget's billion dollar plus abyss,
The revenues fall short to fund our schools.

Must corporations reign while students lose?

Union folk have not been sitting idle.
We've planned to debunk the success fable.
Mantras from across the state have risen:
Secure funding; clarify our mission.
On other fronts our chapters still doth strive
With leadership initiatives that thrive.
Most buyback members have been satisfied,
With Lois, Joe, and Katie by their side.
And Presidents have pledged to join our fight.
Classification salaries aren't right -
Not equal to our peers in other states.
A task force soon this promise shall embrace.

Strategic action plans do now include
Some bills that will retirees' lives improve.
The G-P-O/WEP offsets are not fair,
And O-R-P injustice is now clear.
For adjuncts, too, this union has fought hard

For legislation we hope will award
Health insurance to the majority
Who teach each year, with no security.
Our voices have been heard on Beacon Hill,
But funding for our colleges lacks, still.
For campuses and students we do plea.
Education champions we must be.

As spring once more begins to resonate
And every bird and bud rejuvenates,
The oak tree too will yield its boughs of green,
And nature's gold will once again be seen.
So each of us should harken to the call
And join the union's stand for one and all.
April's promise should spark our renewal,
For, like nature, we preserve a jewel:
Our colleges enrich all those in need.
But every member 'cross the state must heed
These important goals - action and unity -
To safeguard students and the M-triple-C.

The April ground is pliant 'neath my feet,
The morning - damp and sweet. A crocus peeks
Through mounds of leaves, announcing once again
That spring is finally here and soon will reign.



MCCC Vice President, Donnie McGee (right) talks with Dana Mohler-Faria, President Bridgewater State College and Special Education Advisor to Gov. Deval Patrick. (photo by Sarah Nathan, MTA Communications.)

Presidents Reject Agreement...

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difficult to hire faculty to replace retirees let alone enough to expand their programs.

In response to the market conditions, some community colleges, notably Bunker Hill and Mt. Wachusett, have hired new nursing faculty well above the classification study recommended levels. In some instances the salaries awarded to new faculty have exceeded the salaries of more veteran faculty members.

This has caused dissatisfaction not only at those campuses but across the entire community college system. The nursing programs are well networked to each other, and they are aware of conditions within the system. Nursing faculty have put pressure on their college presidents and the MCCC to respond to both the internal salary inequities and the external market forces.

The classification study allowed for hiring above the salary formula levels in response to market forces. But there are no specific provisions for determining what the "market" is or for calculating an appropriate level of adjustment. And there is no provision for increasing the pay of existing unit members in relation to market forces.

Morale problems are arising within nursing departments where inequities in pay are occurring. And a situation is developing where nursing faculty at one college are being tempted to resign from that college and apply to another nearby community college to receive a much higher salary. The potential for disruption within these extremely important programs to the Commonwealth is high.

After months of discussion between the MCCC and representatives of the college presidents, a proposed agreement was reached that intended to provide an equitable system of market-sensitive compensation. Very basically, it would provide that if a new nursing faculty member were hired at a salary higher than that of an existing faculty member, then the existing member would be brought up to the new hire's salary. And if that amount exceeded \$2,000, then every member of that department would receive a \$2,000 increase.

At their April meeting, the presidents rejected the agreement. Provisions of the agreement challenged both the union and the presidents. While specific reasons were not given for rejecting the agreement, there are extreme differences in market conditions between Boston and some of the more rural areas. College administrations frequently complain about state-wide provisions that impinge on their autonomy, while the MCCC strives to achieve equity for all members across all 15 campuses.

Now, with no agreement, the conflicts will continue between nursing faculty and the colleges, nursing faculty and the union, and between the union and management. Nursing faculty should be aware that the union has been working hard to address the issues that they face. The union made a number of concessions in order to reach an agreement, but ultimately management maintained its prerogative to act unilaterally. ■

Know Your Day Contract

April 2007

- April 15** Dean's tenure recommendations due
- April 15** Title changes announced
- April 30** Fall assignments to faculty, fulltime schedules to chapter

May 2007

- May 1** President's tenure recommendations and sabbatical notification due
- May** **Last Day of classes** Faculty submit college service & student advisement form
- May 21** Tenure decisions due
- May 29** Memorial Day observed
- May 30** Professional staff College service and student advisement forms

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. The 2006-2009 Agreement is going to press, and page numbers are not finalized. It will be available on the MCCC website soon. ■



MCCC Research Coordinator Hilaire Jean-Gilles made his spring report to the Board of Directors. The report focused primarily on salary and hiring trends. Most notably, his data showed that of 111 classification point calculation sheets he received from the colleges between December and March, 59 percent showed new hires being paid above the classification salaries.

Public Higher Ed. Reform, Revitalization, Renewal: It's About Our Future



Joe LeBlanc,
MCCC President

Our dirty laundry has been hanging on a rotating clothesline for everyone to see in recent months. Press accounts have criticized our graduation and retention rates. More than half of the undergraduates in the state attend a

community college, yet only 17.4 percent of them graduate within 3 years compared to a national rate of 21.5 percent.

The same press accounts say college readiness is a major issue. They point to the number of developmental courses taught at our community colleges. The BHE's Task Force on Retention and Completion Rates at Community Colleges writes "Sixty percent of first-time, full-time degree-seeking students enrolling in community colleges are

not college ready and require developmental coursework."

Most of our students take developmental courses when research indicates that more college-level courses successfully completed would boost graduation and retention rates.

Collaboration programs between K-12 and community colleges must be strengthened. In its report titled, "Massachusetts Community Colleges: The Potential for Improving College Attainment" The Boston Foundation writes that these programs must encourage high school and community college students to:

- Complete Algebra 2 or better in high school
- Become motivated to earn a degree
- Enroll in college directly after high school
- Complete 20 or more credits in the first year of college
- Complete 4 or more college level credits in summer sessions
- Complete college level math credits in the first year of college
- Access financial aid

Funding is a big issue, of course. Only one state - Massachusetts - spends less on public higher education today than it did a decade ago. A decade of lousy budgets has produced increased student fees, reduced services and fewer full-time faculty and staff positions. To pay the higher fees, our students work full-time and attend college part-time.

To make matters worse, their professors are increasingly part-time. Adjuncts, part-time faculty, are not required to hold office hours and do other college service assignments like advising. They earn about \$2,500 per course with no benefits.

Research indicates that high school preparation is essential to success in college, yet dual enrollment programs to allow high school students to earn college credits, have not been funded since 2003. In recent years, my dual enrollment students have all been home-schooled. They earn dual credit because their parents can afford to pay the tuition bill.

Transfer of college credits from community colleges to state colleges and UMass

is uneven. Anecdotal evidence - data collection and assessment is largely missing here - tells us that our students are sometimes forced to retake the same course taken previously at a community college. Students in other states earn those college credits in high school, their local community college and state college or university. It all appears on the [same transcript](#).

Great ideas abound about how to improve our system. Now it's our turn. On May 18, the MCCC will be organizing a One Day Summit to look at reports from the BHE, Boston Foundation, Mass Inc and others. Our faculty and professional staff are in the best position to look at our problems. Only we can provide answers and drive a course of action in this conversation that has been taking place from on high for much too long.

Let's end the era of cheap shots against our colleges and cheap talk about the importance of public higher education. Let us not delay another day in taking action to make our system the best in the nation. It's about our future, after all. ■

Communications Corner

Our Declining Paychecks



Don Williams, MCCC
Commun. Coordinator

We just got a raise, yet our paychecks are declining. How can that be? Well it all has to do with the cost of living and our salaries relative to other states.

In the February issue of the MCCC

News we presented graphs showing that the average pay for all faculty ranks except instructor has been declining since the significant raises of the classification study in 2001. The data for professional staff positions is not as readily available, but there is every reason to expect a similar decline.

The specific reasons for the paradoxical decline are buried deep in the data, but the general reason is that pay increases have not kept up with the classification system that was supposed to protect us from inequities. Essentially, the retirement of senior members has taken the top salaries out of the averages, but the pay increases remaining members have received have not kept up with the promises of the classification system, thereby lowering the averages. Without "market updates" being applied to salaries in conjunction with the annual "points," the upper levels of pay will continue to stagnate.

Using the classification study methodology, MCCC Research Coordinator Hilaire Jean-Gilles has determined that full-time faculty and staff salaries at Massachusetts community colleges are well below the classification study's benchmark 75th percentile of the comparable states. The raises we have received in the recent and prior contracts have barely kept par with inflation.

And so, while our paychecks have been going up, our earnings are declining.

Looking back at the graphs, we can see that the one faculty rank that has seen

a slight increase is instructors. This is a telling statistic. Prior to the classification study, pay for instructor rank faculty was, on average, higher than salaries for assistant and associate professors.

Jean-Gilles' most recent research also shows that 59 percent of new full-time hires in our system are being paid salaries higher than classification levels. This reflects the situation that the classification level salaries, which almost all full-time MCCC members receive, are below market levels, and that the college administrations are aware of this. When they hire new faculty and staff, they find that the classification salaries are insufficient to attract qualified people.

The current crisis in nursing programs (see related story elsewhere in this issue) provides a glaring example. Market forces have driven salaries for Boston-area nurses into the stratosphere. And colleges are hiring new faculty at salaries higher than senior, more experienced ones. Serious morale problems are developing within these departments, but any resolution raising the pay in one discipline will likely affect morale in the others.

Most MCCC members are grateful that we have a contract and will see pay increases this July and again in July 2008. They may be modest, but given the state's fiscal condition, they are better than we had seen in the prior contract. But these increases do not address the overall decline or the increasing gap between current rates and those promised.

After moving to the brink of a strike action, the 23,000 members of the University of California faculty just negotiated a 20.7 percent increase for a four-year contract that expires in 2010. The California faculty's last increase was 3.5 percent in 2005. A fact finder issued a report that called for a 25 percent increase, noting that existing salaries were well below national averages and this was affecting recruitment of qualified faculty. Hopefully, we won't have a struggle like California did to achieve the promised parity with national averages in the next contract. ■



BHE Member Jean-Marie Boylan, MCCC President Joe LeBlanc and Mark Lange at the March MCCC Board of Directors meeting with the report of the Task Force on Retention and Completion Rates at the Community Colleges. Members interested in attending a special One Day Summit on May 18 to discuss this issue should email LeBlanc at mccc_president@mac.com.

Task Force on Retention and Graduation...

Continued from Page 1

to improve the success of all students."

Massachusetts community colleges compared much more favorably in other IPEDS figures. Retention rates—another measure of student success—track the percentage of students who return to the same college following their first semester. For the fall 2004 cohort of students entering Massachusetts community colleges, 55.7 percent returned in the fall of 2005. The national rate for this same period was 58.4.

The report made a number of recommendations for improving graduation rates. Lange noted that, "There needs to be better coordination in preparing high school students for college." The report pointed out that the current funding gap must be closed and rates must be stabilized. Financial aid must be increased, and private sector business must be engaged to provide more student internships.

Expanded programs for supporting students were recommended in the report. A number of model programs in other states were cited as examples, but creating unique Massachusetts programs is the ideal. Boylan told the union group, "This is an area where we can collaborate."

A significant recommendation for the

MCCC is the objective to increase contact between students and faculty, which would require more full-time faculty. Boylan said, "The BHE goal is 75 percent full-time faculty." This is compared to the current 60 percent. (These statistics count both full-time faculty and professional staff.)

Lange recounted the testimony of a student to the task force who said that she looked to take only full-time faculty because she knew that they would be around in the future if she needed anything.

A lively question and answer period followed Boylan and Lange's presentation. MCCC President Joe LeBlanc thanked Boylan for her willingness to share her perspective with the union and for her commitment to and support for the mission of community colleges in Massachusetts. He also complimented Lange for his work on the task force and for being an exemplary representative of MCCC members.

One unanswered question was where do things go from here? The BHE and the colleges may be able to put some of the program recommendations into effect. But many of the other recommendations will require increased financial support from the legislature. ■

HELP YOUR PAC HELP YOU

The MCCC Political Action Committee—MCCC PAC—has been very effective over the past few years in advancing the issues of community college faculty and staff on Beacon Hill.

The recent enactment of the 03 Creditable Service bill is a testament to the political stature that the MCCC has achieved in recent years.

But political stature does not come without cost. Your PAC has made many contributions in the current election cycle, and it is important for all members to give their financial support, so that the PAC can continue to support you.

Upcoming legislative issues of importance include:

- Securing increased funding for community colleges
 - Reforming Chapter 150E
- Passing part-time employee health insurance benefits
 - Passing part-time employee pension benefits

Individual members and MCCC chapters can contribute up to \$500 annually.

Signed,
PAC Co-chairs and retired faculty Thelma Halberstadt and Frank Leary 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

Free Life Insurance for Members

Members of the MCCC are also members of the National Education Association, and as an NEA member you are automatically covered by the NEA DUES-TAB term life insurance. It is a guaranteed benefit for Active and Life members. All you need to do is register your beneficiary.

The free program offers \$1,000 of term life insurance, up to \$5,000 (depending on years of membership) of accidental death and dismemberment coverage, and up to \$50,000 of AD&D insurance for any covered accident that occurs while on the job or serving as an association leader.

To register your beneficiary or to obtain more information call 1-800-637-4636, or go to www.neamb.com/insurance/neamit.jsp. ■



MCCC News
<http://mccc-union.org>

Editor:
Donald R. Williams, Jr.

President:
Joseph LeBlanc

Vice President:
Donnie McGee

Secretary:
Phyllis Barrett

Treasurer:
Phil Mahler

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Your Union at Work For You

Mark Palermo, a Professor of English as a Second Language at Northern Essex Community College had worked for a time in state service without being credited with retirement benefits before being enrolled in the state retirement system.

Prof. Palermo pressed for years to get that time credited to his pension to no avail. His case was assigned to an MTA attorney and after 3 years of discussion with the State Board of Retirement involving some innovative strategies the case was finally resolved in Prof. Palermo's favor.

If Prof. Palermo had pressed the case on his own, the likelihood of a satisfactory resolution would have been very slim. If he were not a union member and had to pay for the legal assistance provided by MTA, it would have been prohibitively expensive. ■



Write Us

The MCCC News welcomes your letters and opinion pieces.

Guest Editorials

Guest editorials should be approximately 300 words in length. The Editorial Review Board should review the editorial and provide feedback to the writer(s). The editorial may be rejected by a majority vote of the ERB.

Letters to the Editor

Only submissions by MCCC members will be considered. These should be 50 to 150 words in length. The author must include name, date of submission, work or home mailing address, work or home phone number, campus affiliation. The name and campus will be included with all published submissions. Letters will be printed on a space available basis and may be edited for length.

Text may be edited for space and appropriateness. Not all submissions can be published.

Mail to:
Donald Williams
North Shore Community College
One Ferncroft Road
Danvers, MA 01923
or email

Communications@mccc-union.org ■

DCE News

DCE Communication Begins Going Electronic

The 2005-2008 DCE Agreement called for a joint labor/management committee to devise a system for electronic communication of contractual information. Some of this is between the union and the colleges, but there are significant changes that directly affect DCE faculty.

Of particular importance to faculty teaching under the DCE contract is the use of email and websites to distribute and collect the Availability Forms, Tentative Assignments and Letters of Appointment. The MCCC now offers the ability to arrange for dues or fee payment online – see below. Notices of discipline and termination and non-reappointment must still be communicated in writing,

The agreement (which is available on the MCCC website) calls for all the specified communication to convert to electronic format by the end of the current contract, June 1, 2008. A number of the colleges are beginning the process for the summer or fall 2007 semester.

A significant prerequisite for implementation is that college email accounts must be provided to all faculty on the DCE seniority lists and any DCE faculty currently teaching, whether or not on the seniority list. The accounts must remain active at all times for those faculty on the seniority lists. Faculty must be provided access to college computers, and all electronic forms and email must be accessible from off campus Internet sites.

The way the process of assigning courses will begin is by the college sending seniority faculty an email to announce when it is time to fill out the Availability Form. The faculty member will link to a college web location to fill out the form and submit it. The college will issue an email receipt notification. Alternatively, colleges may send out a document to fill in, or to print out and mail.

Faculty will be sent an email notifying them when the Tentative Assignment forms are available for review and approval. When a form is completed and submitted, the faculty will receive a receipt notification. Finally, faculty will be notified when the contracts are available for review.

There is concern that some faculty who do not have email and the Internet will be disadvantaged in the conversion. If someone does not have internet access at home and does not teach every semester, they will have to make an effort to get to email at the time the notices are being sent out to ensure that they get the Availability Form. Most of the colleges provide Internet access in one or more locations, both to students and faculty.

At North Shore Community College, where the use of electronic communication is currently being implemented, Academic Vice President Paul Frydrych said that the process is working smoothly, and that faculty were responding in large numbers.

Colleges will direct DCE faculty to <https://www.mccc-union.org/DCE/STORE/>, a secure web page, where these unit members can fill out their employment information and elect to pay their dues or fees by payroll deduction (easiest!), credit card, or check or money order. Treasurer Phil Mahler notes that some DCE faculty have asked to pay by credit card in the past, and that the MCCC has taken this opportunity to put this capability into effect. ■



John Palmer, DCE Team Chair

DCE Negotiations Update

By John Palmer, DCE Team Chair

Hello all! This has been a busy year for DCE issues! We have been meeting in joint committees for side letter agreements for under enrollment class compensation as well as technology issues. Both of these joint study groups have produced agreements that will finally bring forth system wide language regarding these issues.

In earlier bargaining sessions, it was quite an eye opener for me and the team to realize that there were so many differences between the fifteen colleges as to how issues have been addressed. System wide language has been a difficult thing to come by, and I would like to publicly thank the fifteen college presidents for their commitment in making the recommendations of these joint committees a truly successful endeavor.

I have had the great pleasure to visit with a good number of my colleagues at the regional meetings all over the state to discuss DCE issues. It has been a great source of support to me to feel the strong sense of professionalism and encouragement that has come from all of you. I hope to continue this effort to travel to you for more of these regional meetings each year.

President Joe LeBlanc and I have been discussing putting together an Ad Hoc committee of DCE members that represents a cross section of the entire state that would meet at the MCCC Worcester office to discuss DCE issues. The Board has been very supportive of this idea and I will contact you with more details as we formalize things. I hope to see many of you at the delegate assembly in Worcester on the 28th. Please contact your chapter presidents if you would like to attend. ■

Directors Notes

At the March 23, 2007 Meeting of the MCCC Board of Directors the following actions were taken.

- The Board voted to recommend the proposed budget to the Delegate Assembly \$874,861, which included an amendment adding \$3000 to fund the MCCC's portion of an NEA grant to fund an organizing effort. The budget will increase full-time member MCCC dues by \$10 per year and part-time member dues by \$3 per year.

- The Board voted to approve payment of \$1000 as a co-sponsor of the 2007 Teaching and Learning Conference.

- The Board unanimously named Kenn Anania as the recipient of the 2007 Jon Butler Memorial Award.

- The Board unanimously named Rick Doud as the recipient of the 2007 Raymond C. Lemieux Award.

- The Board voted to accept a tentative Agreement with the Professional Coordinators Association, the union representing the four MCCC coordinators. ■