

Massachusetts Community College Council

Joseph LeBlanc, President
Diana (Donnie) McGee, Vice President
Philip Mahler, Treasurer
Phyllis Barrett, Secretary



Don Williams, Communications
Dennis Fitzgerald, Grievance
Joseph Rizzo, Grievance
Hilaire Jean-Gilles, Research

Minutes of the Board of Directors Meeting
Mechanics Place/Worcester
Friday, March 23, 2007

Present: President Joe LeBlanc, Vice President Donnie McGee, Secretary Phyllis Barrett; Geri Curley (BH), Catherine Adamowicz (Br), Claudine Barnes (CC), Rosemarie Freeland (G), Kathleen McDonough (H), Lois Martin (Ma), Ellen Madigan Pratt (MW), Gail Stuart (NE), Abe Sherf (NS), Sharron Gillies (Q/alt.), Clark Grain (R), Roberta Albano (ST); Sara Satham, MTA Board; Communications Coordinator Don Williams; MTA Consultant Michelle Gallagher; Operations Manager Phil Kennedy.
Not Present: Treasurer Philip Mahler; MTA Consultant Katie D'Urso; June Sprigg Tooley (Be), David Kalivas (Mi), Ned McGuire (MB).

Guests: Susan Dole (BH), Paulette Howarth (Br), Joe O'Neill (MB), Robert Rodgers (ST); Hilaire Jean-Gilles, Research Coordinator; Mark Lange (H) and Jeanne-Marie Boylan (BHE), Members of the Committee on Graduation Rates and Retention; Sarah Nathan, MTA Communications.

President Joe LeBlanc called the meeting to order at 10:35 a.m.

The agenda was adopted by consensus.

The minutes of the Board of Directors Meeting on February 16, 2007, were approved, by consensus.

REPORT OF THE PRESIDENT

President LeBlanc expressed his delight at having been named to Governor Patrick's Education Task Force; he joins an impressive group of twenty individuals who will advise the new governor and Education Advisor Dana Mohler-Faria on higher ed issues to be addressed in the governor's education reform plan. President LeBlanc welcomes members' ideas and questions about where we are as a system, where we want to be, and how we can get there so that he can share them in this forum.

President LeBlanc, along with a number of other higher education union representatives, also had the chance to meet with the new chair of the Board of Higher Education, Aaron D. Spencer, Vice Chair Peter Alcock, Chancellor Pat Plummer, and Chief Negotiator Peter Tsaffaras, recently. The discussion was wide-ranging and included the issues of transfer of community college credits to state colleges and the university, as well as possible ideas for finding a dedicated revenue source for public higher ed.

In other news, President LeBlanc expects that copies of the new Day Contract will be available on the campuses by the end of the semester, and perhaps sooner. The president is also hopeful that the Adjunct Health Insurance Bill, which would provide benefits to a relatively small number of adjuncts who teach hundreds of courses at our colleges, could be enacted into law during this legislative session. Members should be on alert in the coming weeks for news of grassroots lobbying activities related to this effort.

Finally, President LeBlanc hopes for great attendance at the Delegate Assembly on April 28 at the Crowne Plaza Hotel in Worcester—in fact, his goal is 125, somewhat higher than last year.

REPORT OF THE VICE PRESIDENT

In her Strategic Action/Legislative Update, Vice President Donnie McGee shared her concerns about the state budget and particularly budget constraints for higher ed; community colleges can anticipate just a one percent increase next year. Noting that House Speaker DiMasi is adamantly opposed to Governor Patrick's plan to close corporate tax loopholes, and that other legislators are reluctant to espouse tax increases, she said that our members need to make the case for more tax revenue to meet the needs of higher ed, specifically for more full-time faculty and staff. The House Ways and Means Budget will be released on April 11. Members are urged to contact their representatives regarding increased funding for community colleges and support for Governor Patrick's tax package.

Vice President McGee also reviewed the status of the House and Senate bills being supported by the MCCC and the MTA this spring, as well as the two Public Higher Education Bills. The vice president also asked members to continue to report satisfaction or problems related to the 03 Buyback and encouraged continued attention to developments on the social security GPO/WEP issue. She also reported that ten chapters were represented at the SAC meeting on March 1 and that a meeting of the new *ad hoc* committee on the Optional Retirement Plan issue is planned for March 28. She also noted that Scott Conway, a student at Bunker Hill, is an MCCC Intern in the office of Senate Minority Leader Richard Tisei.

Vice President McGee and President LeBlanc urge participation in the lobby day planned by the Public Higher Education Network of Massachusetts (PHENOM) on April 25. The vice president distributed pledge cards and said more information would be distributed soon by email.

REPORT OF THE TREASURER

President LeBlanc noted that Treasurer Philip Mahler is attending an academic conference in Washington, D. C. His written report is included in today's folders. Operations Manager Phil Kennedy reviewed it and the financial statements. Phil Kennedy also noted that the ballots for the election of MTA and NEA delegates will be counted by members of the Nominations and Elections Committee this afternoon. Several people commented on the enormous amount of work the treasurer continues to undertake, including the recent effort to find a way to accommodate dues payment by credit card. President LeBlanc reiterated his opinion that, given the incredible workload the current treasurer has taken on, eventually the organization may need to create an additional paid position to handle some of the demands of modern technology related to the office operation and the organization as a whole.

MOTION: The Board of Directors commends Phil Mahler for the extraordinary contribution of his time and talents in recent months and throughout his tenure as treasurer (Curley/Albano). **PASSED UNANIMOUSLY.**

REPORT OF THE SECRETARY

In her capacity as chair of the Personnel Committee, Secretary Phyllis Barrett reported that the committee interviewed Research Coordinator Hilaire Jean-Gilles earlier today as part of his biannual evaluation. The committee will be conducting an interview of Communications Coordinator Don Williams prior to the April Board meeting. All four coordinators will have been evaluated this year, and the process has gone well.

REPORT OF THE MTA CONSULTANTS

President LeBlanc noted that Consultant Katie D’Urso could not attend today’s meeting due to illness.

Consultant Michelle Gallagher reported that she continues to file unit determination (CAS) cases as the report of the mediator is awaited. She also reminded directors that all of the colleges need to have plans in place for implementing electronic communication with DCE faculty. Training in use of email and reasonable access to computers should be part of the plans. And, as the transition takes place, communication should be through dual channels—i.e. both electronic and via the mode previously used.

COMMUNICATIONS REPORT

Coordinator Don Williams reported that the current issue of the newsletter is in the mail. He also commented on some difficulty with the timeframe for the mailing and return of the election ballots, noting that a communication problem with the printer led to the situation. He and others are working on ways to avert similar problems in the future. Pointing out that the MCCC Banner has been hung in the Board Room, Coordinator Williams reviewed his research on a weatherproof, portable banner for use at rallies. It was agreed that he, Vice President McGee, Sharron Gillies, and anyone else who is interested will work on the selection and design of the new banner, which will cost less than \$500.

HEALTH AND WELFARE TRUST REPORT

Abe Sherf arrived at the Board meeting following a meeting of the Health and Welfare Trust Board. He reported that efforts continue to bargain some additional benefits for members in light of MetLife’s healthy profit last year.

MTA BOARD REPORT

Sara Satham reported that the next meeting of the MTA Board is scheduled for March 30-31.

REPORT OF THE RESEARCH COORDINATOR

Coordinator Hilaire Jean-Gilles reported that his research on current unit salaries suggests that approximately a 14% increase would be needed to place members at the 75th percentile for comparable colleges. (President LeBlanc added that recent media reports indicate that the state college faculty are trailing their peers by 11 or 12 percent.) Coordinator Jean-Gilles also reported that he continues to have trouble getting information related to classification and point calculations, particularly from some of the colleges, and that there is a great deal of “hiring off the grid”: his research indicates that 59% of hires were given more and about 10% less than appropriate. A discussion ensued about how these disparities are impacting morale.

Coordinator Jean-Gilles’s research indicates that numbers of full-time members are flat over the past five years, given only a gradual up tick in the wake of losses due to the Early Retirement Incentives. In fact, numbers are flat over about 20 years, despite steeply rising FTE levels and steeply rising tuition and fees. Noting that the cost of attending a community college has gone up 38 percent in the last ten years, Coordinator Jean-Gilles expressed the hope that the new state administration will at least stem that tide. Finally, interestingly—perhaps alarmingly—the coordinator reported that there has been a dramatic leap in DCE membership this spring, from the mid-3000’s in the last three years to 4126 currently.

PRESENTATION ON THE TASK FORCE ON RETENTION AND COMPLETION RATES

Jeanne-Marie Boylan, a member of the Board of Higher Education, and Mark Lange, a unit member at Holyoke Community College, both members of the Task Force, made a brief presentation on the group's report and fielded questions. They agreed that the biggest problem they encountered while serving on the Task Force was the difficulty of educating other members about the nature and mission of the community colleges and, by extension, what retention and graduation actually mean in the community college context. Thanks to candid discussion and the testimony of students, they feel that the committee at least appreciates that the issue is more complicated than merely determining the numbers who graduate in three years and then somehow raising the numbers. One of the recommendations of the report is that various kinds of success be assessed and acknowledged. The committee and the BHE also support increasing the number of full-time faculty and providing appropriate professional development. The report also stresses the importance of adequate and dependable funding.

Following the presentation, the Board had a brief, preliminary discussion of how the MCCC should respond to the report. President LeBlanc suggested the formation of an *ad hoc* committee to review the report and prepare a presentation for the Presidents' Council meeting in June.

NEW BUSINESS

A. Bylaws Committee Motions

MOTION: Accept the report of the Bylaws Committee (Curley/Albano). **PASSED.** (Attached.)

B. Budget FY'08

MOTION: The Board of Directors recommends that the following motion be adopted by the Delegate Assembly:

VOTED, by a majority of those present at the annual meeting on April 28, 2007, to adopt the MCCC operating budget of \$874,861. This FY 2008 budget represents a FY 2008 MCCC dues rate of \$252 (\$9 annual increase) for Day unit members based on approximately 1,833 Day unit members and a MCCC dues rate of \$75.75 (\$2.775 annual increase) for DCE unit members based on approximately 4,120 DCE unit members. Dues for agency fee payers and others qualifying for other rates will be discounted accordingly. (McDonough/Pratt).

MOTION TO AMEND: Add a line item of \$3000 for the purpose of funding the MCCC's portion for the NEA Grant sought to fund organizing efforts. (McDonough/Stuart). **PASSED.**

MAIN MOTION, as Amended:

VOTED, by a majority of those present at the annual meeting on April 28, 2007, to adopt the MCCC operating budget of \$877,861. This FY 2008 budget represents a FY 2008 MCCC dues rate of \$253 (\$10 annual increase) for Day unit members based on approximately 1,833 Day unit members and a MCCC dues rate of \$76 (\$3.00 annual increase) for DCE unit members based on approximately 4,120 DCE unit members. Dues for agency fee payers and others qualifying for other rates will be discounted accordingly. **PASSED.**

C. Butler and Lemieux Awards

The following motions are reported out of Executive Session:

MOTION: The Board of Directors names Kenn Anania the 2007 recipient of the Jon Butler Memorial Award, in recognition of his outstanding service as chapter president at Massasoit Community College (Martin/Pratt). **PASSED UNANIMOUSLY.**

MOTION: The Board of Directors names Rick Doud as the recipient of the 2007 Raymond C. Lemieux Award, in recognition of his leadership, dedication and significant contributions to the Massachusetts Community College Council (Grain/Gillies). **PASSED UNANIMOUSLY.**

D. Teaching and Learning Conference Support

MOTION: Approve payment of \$1000 as a co-sponsor of the 2007 Teaching and Learning Conference (Pratt/Curley). **PASSED.**

The deadline for registering for this April 20 event to be held at Roxbury Community College is April 2.

D. Tentative Agreement with PCA

MOTION: Accept the tentative *Agreement* between the MCCC and the Professional Coordinators Association, the union representing the four MCCC coordinators (McDonough/Pratt). **PASSED.**

DISCUSSION/ANNOUNCEMENTS

A. Campus Roundup

Directors and others present shared news and concerns from their campuses. Sports and debate teams were lauded, the lack of sports and arts facilities on some campuses was rued, success in overturning a denial of tenure at Bunker Hill was applauded, the non-reappointment of junior faculty at Massasoit and Greenfield was lamented, news of an effort to establish an Academic Senate at Bristol was shared, as was word of a high level of involvement in PHENOM activities at Holyoke. Some chapters are enjoying a honeymoon period with new administrators, and the Mass Bay chapter is enjoying a renaissance of engagement. Don Williams asked anyone with news regarding innovative advisement strategies to contact him.

B. PHENOM

Vice President Donnie McGee again encouraged involvement by all constituencies at all of the colleges in the April 25 activities being planned by the Public Higher Education Network of Massachusetts. Directors were asked to talk this up and to help with the distribution of materials and information.

C. Delegate Assembly

President LeBlanc and Vice President McGee will finalize meal and meeting room plans with the hotel this afternoon.

D. Missing Pictures

Directors whose campuses are not yet represented by pictures on the walls of the Board Room were encouraged to remedy that situation.

The meeting adjourned at 3:35 p.m.

The next Board meeting is scheduled for April 13.

Respectfully submitted,



Phyllis Barrett, Secretary

Attachment: Report of Bylaws Committee

**REPORT OF THE MCCC BYLAWS AND RULES COMMITTEE
2007**

Three proposed bylaw changes were submitted in a timely fashion. A copy of the proposed changes is attached. The committee met on 16 February to address the proposals.

After some discussion, a motion was made by Gail Stuart that the committee not recommend passage of the proposed bylaw change (adjunct vote). The motion was seconded by Claudine Barnes. The vote was 2 votes "yes" (in favor of not recommending the proposed change) and 1 vote "no" (in opposition to not recommending the proposed change) with one abstention.

Passage is not recommended.

On Proposal #2 (to make the Professional Staff Ad Hoc Committee a permanent standing committee), a motion was made by Claudine Barnes to recommend passage and seconded by Gail Stuart. The vote was 3 for and 0 against recommending passage.

Passage is recommended.

On Proposal #3 (to make the Campus Classification Committee a permanent standing committee), a motion was made by Claudine Barnes to recommend passage and seconded by Gail Stuart. The vote was 3 for and 0 against recommending passage.

Passage is recommended.

Submitted by Bob Gillies, Bylaws Committee Chair