



N E W S L E T T E R

COLE SURVEY RESULTS RELEASED

Report Card

Name: President Darnell Cole	Date: February 8, 2006	
	AVERAGE GRADE	GRADE
SECTION I - WORK WITH INTERNAL CONSTITUENCY	0.90	D-
SECTION II - VISION	1.30	D+
SECTION III - MANAGEMENT STYLE	0.99	D-
SECTION IV - RESULTS	0.79	D-
SECTION V - PRESIDENT VALUES	1.14	D
Cumulative Grade	1.01	D

FROM THE PRESIDENT

DOLLARS FOR PR BUT NOT FOR STUDENTS

The Grade Dr. Cole survey scientifically validated what all of us knew already: that the faculty, counselors and staff have no confidence in the administration to lead this technical college.

The administration continues to place a premium on public relations and self promotion while devaluing technical education and hands-on training. Many of us have been buying take home food prepared by the Culinary Arts faculty. It's good stuff! **But how many of you are aware that faculty are selling food to pay for supplies for their students.**

That's right. Dr. Cole has anointed Chief Financial Officer Mike Sargent as the top administrative decision-maker, despite Sargent having NO previous educational experience.

Here's an interesting pedagogical question I'd like them to answer: how can you teach someone to cook without having them actually cook?

At an MATC District Board meeting earlier this year the Culinary Arts faculty complained about the administration's failure to adequately fund their program. Mr. Sargent, who's paid six figures for his financial acumen, responded that supplies for the culinary arts program were expensive.

What he failed to report was that television advertising and full-page Milwaukee Journal Sentinel ads are also expensive. So are flat screen TVs that the college has purchased! But unlike food products that students actually use for hands on training, neither the ads nor the flat screens contribute any real value to our students' education!

The administration's priorities are misguided. The administration now admits that the advertising budget,

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AND IN THIS CORNER...

If Dr. Cole were an MATC student, he would be on academic probation, ineligible for financial aid, and recommended for counseling.

The 1.01 (D) grade point average he accumulated in the survey of Local 212 members is an objective measurement of what a poor job he has done of leading the college.

Local 212 leadership commissioned the professional survey precisely because we wanted an objective determination of whether the subjectively low morale and constant complaints about the Cole administration was, indeed, widespread

The numbers speak for themselves.

When leadership is viewed this poorly by the ones allegedly being led, there are only two choices: change in direction or change in leadership personnel.

We hope that the MATC Board and the Milwaukee community will start to hold Dr. Cole accountable. Here's what they need to tell Dr. Cole:

- He must commit to MATC's mission as a Vocational Technical College
- He must stress quality education rather than public relations
- He must listen to and act on input from Professional Educators
- He must stop manipulating and sabotaging Hiring Committees

All of us tell students every semester they need to change their approach if they want to pass the course. If Dr. Cole can change direction, he can still salvage his presidency.

CHARLIE DEE, EXECUTIVE VICE-PRESIDENT

FROM THE PRESIDENT CONTINUED FROM PAGE ONE

which has more than doubled since 1999, has virtually no impact on enrollment! Yet that budget grows while our faculty run bake sales to fund their programs!

A PHOTO'S WORTH A THOUSAND WORDS

In the advertising campaign the administration called the faculty cheerleaders. Perhaps props would be more accurate.

A recent communiqué from Dr. Cole highlighted 212 members, Cynthia Galvan and Marwill Santiago, the hosts of a new Spanish speaking radio show called "La Voz Del Pueblo (Voice of the People)," on Racine's WBJX-AM (1460), noon - 1 p.m. Saturdays. What he forgot to mention is that both of them would lose their union rights and jobs under the administration's contract proposals.

Equally disingenuous was the photo Dr. Cole took with Wisconsin Secretary of Workforce Development, Roberta Gassman, following the Secretary's tour of our downtown childcare center. Dr. Cole did not participate in the tour. He came in had his photos taken and left!

If Dr. Cole had participated in the tour, he might have learned how important the daycare centers are. He has repeatedly tried to close them. They are important for our students and Milwaukee's future.

But for Dr. Cole, the president who treats MATC as his personal public relations firm, this was just another photo opportunity.

MICHAEL ROSEN, PRESIDENT

STILL TIME TO ENROLL GMLC WORKSHOP

All are invited to hear **Tom Sticht, Ph.D.**, internationally Acclaimed Consultant in Adult Education, speak on "Functional Context Education (FCE): Making Learning Relevant in the 21st Century". Education that is effective for adults and youth who need basic skills, language and knowledge. Working on how to develop instructional programs that work for them,

WHEN: FRIDAY, FEB. 24, 2006 - 8:30AM TO 4:00PM

PLACE: MATC - West Allis Campus -Room 117.

Free Parking in any MATC lot.

FEE: \$25.00, includes light breakfast and hot lunch.

To register-contact Eileen Marotte, 414-259-1318 or emarotte@journeyhouse.org

Questions: Janet Nortrom-414-964-3764.

JANET NORTROM, MATC INSTRUCTOR AND MEMBER OF THE GREATER MILWAUKEE LITERACY COALITION



**FOR NEWS, BENEFITS
AND CONTRACT INFO,
UNION CALENDAR, AND
MORE... CHECK OUT THE
LOCAL 212 WEBSITE
<http://www.local212.org>**

**CONTRACT AND POLICY
VIOLATIONS UNACCEPTABLE**

Since my last report in December, other disturbing reports have come in regarding violations of MATC policies and the Labor Contract.

The e-mail sent regarding the harassment being felt by many in completing the On-Campus time reports created additional responses by members. It was pointed out that not only do the cards not support the start or end of class on the half-hour, but apparently at West Campus, many of the evening classes start or end on the quarter-hour. Many of you suggested and even created very useful spreadsheets that could accommodate all the increments of time, clearly and legibly, as well as, allowing us to submit them on-line. What a concept? Needless to say, asking for or accepting input from their technical college faculty is frowned upon in this administration. I could go on and on, but the picture seems clear.

Contract and Policy violations continue, often justified by management as a demonstration that they are student centered. Unfortunately, they disregard the rights of all the other students by discriminately deciding to change the rules and policies for a special few. We all have made exceptions, but when we do so they are based on specific circumstances and standards. These exceptions can't be made by administrators arbitrarily.

1. **Associate Dean changes a student's grade.** The instructor is the only person authorized to change a student's grade. An Associate Dean/Dean or the Appeals Committee can only recommend a change.
2. **Student's Guide to Problem Solving (Complaint/Grievance Procedure)** In a number of incidents administrators have not followed agreed upon written policies. Rather than follow either the assessment made by an instructor, or other authorized personnel, top administrators decided to interfere with attendance policies, grading procedures, discrimination allegations, and course expectations. These actions serve to undermine the authority of instructors, those designated with decision-making duties, and the process of shared governance (i.e. student senate, represented, and non-represented employees).
3. **Student removed from class for inappropriate conduct.** Instructors do not have to allow a student back in class until the Student Life Office does a complete investigation. Complete means the situation is thoroughly discussed with the instructor and student, rather than the Student Life staff person interviewing only the student and then instructing security to return the student to class.

Please familiarize yourself with your contract and the established MATC policies/procedures. Easy access is on the MATC website. Click on Students, then Student Life, then Student Handbook, and then Student Code of Conduct. On the final two pages

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**THE BUSH BUDGET ATTACKS
EDUCATION AND VETERANS!**

REWARDS MILLIONAIRES AND OIL COMPANIES

It's easy to forget that when President Bush took office he labeled himself the "education president." His 2007 budget should disabuse anyone of that silly notion! Bush has proposed the largest cut in financial aid in the history of the country at the very time that he promotes billions of dollars of tax breaks for millionaires and oil companies!

Here are the facts:

- Cutting the Department of Education's spending on basic programs by \$2.1 billion, or 3.8 percent next year alone.
- Cutting \$3.5 billion from programs designed to promote the arts, technology, and after-school programs.
- Eliminating Carl Perkins funding and cutting Pell grant funding for college students by \$4.6 billion.
- Cutting education and workforce development programs including K-12 education, higher education, community college funding, job training, and other such programs by \$52.7 billion over five years.
- Providing an \$8 billion subsidy to private student lenders through the government-guaranteed loan program—even though taxpayers subsidize that program at a rate nearly 4.5 times higher than that of direct loans-- in 2007. If the loans were disbursed through the direct loan program, the savings could be redirected to the Pell Grant Program to provide up to 1.5 million new grants to students.
- Cutting science and technology funding by approximately \$600 million
- Increasing the defense budget by 7% to \$431 billion, more than the defense budgets of the next 18 countries combined. This doesn't include the additional \$120 billion appropriated to finance the War in Iraq.
- Cutting veterans' programs (including health care programs) a total of \$10.3 billion over the next five years, with the cuts reaching 13 percent in 2011.
- Making permanent the 2001 tax cuts that almost exclusively benefit the wealthy permanent that will cost \$2.8 trillion over the next ten years!
- Providing \$7 billion in royalty relief, one of the biggest giveaways of oil and gas in history, to oil companies!

Here's what the Economist had to say about this budget: "Political speech is always full of slippery locutions, but George Bush's state-of-the-union address last week may have set a new standard for involuted meaning when he urged Congress to "act responsibly, and make the tax cuts permanent". At that time, the official White House projection of the budget deficit for the 2006 fiscal year was \$341 billion, a substantial portion of which could have been erased by rolling back the tax cuts so dear to Mr. Bush's heart. On Monday,

CONTINUED NEXT COLUMN

CONTRACT AND POLICY... CONTINUED FROM PAGE 2
(15-16) you will find the Student's Guide to Problem Solving (Complaint/Grievance Procedure). It is apparent that we can neither trust management to know the proper procedures or to always follow them. The Local 212 contract can be found on www.local212.org.

MARLENE DOMBROWSKI
3rd VP, CONTRACT ENFORCEMENT

**NOMINATIONS FOR LOCAL 212
EXECUTIVE BOARD AND COMMITTEE
POSITIONS ARE NOW OPEN!**

**NOMINATIONS CLOSE AT
12:00 P.M. ON FRIDAY, MARCH 17TH**

ELECTION DATE: WEDNESDAY, APRIL 26, 2006

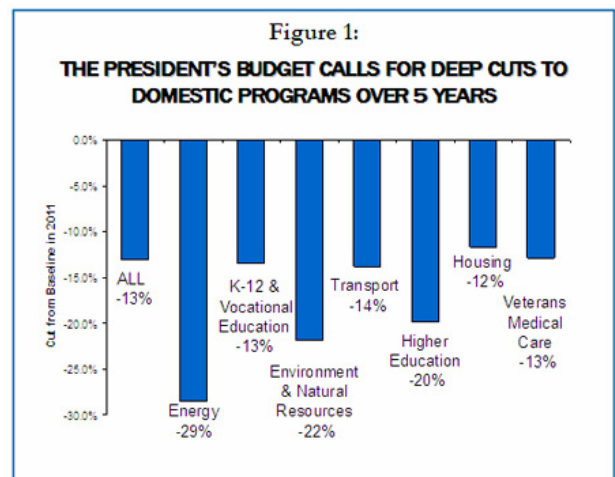
THE LIST OF POSITIONS THAT WILL BE FILLED THIS ELECTION, A NOMINATION FORM AND CANDIDATE BIOGRAPHICAL INFORMATION FORM WERE SENT OUT LAST WEEK ON GROUPWISE AND ARE ALSO AVAILABLE ON THE LOCAL 212 WEBSITE (WWW.LOCAL212.ORG) OR BY CALLING THE OFFICE AT 765-0910.

THE BUSH BUDGET...CONTINUED

February 6th, the use of the word "responsibly" suddenly looked even more idiosyncratic, as the administration released a \$2.7 trillion proposed budget, and announced that the 2006 deficit projection had grown to \$423 billion..."

These are big numbers so I'll make it very simple. To pay for tax cuts for America's wealthiest families every child born this year begins life owing Uncle Sam \$156,000. If you said to your child you were going to leave them with \$50,000 in credit card debt, people would call you irresponsible and a scowflaw. But that's what President Bush is doing to all of our children. Long after he has exited the Oval office, our children and grandchildren will be paying for his irresponsible actions!

MICHAEL ROSEN, PRESIDENT



UNIONS TAKE THE LEAD IN PEACE

“Our soldiers—the men and women risking their lives in Iraq—come from America’s working families. They are our sons and daughters, our husbands and wives... They deserve leadership that fully values their courage and sacrifice.... they deserve a commitment from our country’s leaders to bring them home rapidly.”

—AFL-CIO Resolution

On Feb. 1, the Milwaukee County Labor Council reaffirmed the AFL-CIO’s position on the war. Many union members are torn between opposition to the war and a desire to support our troops. But that attitude is starting to change. One reason is the growing number of Iraq veterans and families of military personnel who are speaking out against the occupation of Iraq.

Here are some of the events coming up this spring:

- **Tuesday, Mar. 14, 11:00 a.m. – 12:30 p.m., Panel Discussion on Iraq War**, as part of International Ethnic Fest. Watch for details in next newsletter.
- **Saturday, Mar. 18, at 12:00 noon, Rally for Peace on third anniversary of war.** Rally at O’Donnell Park and march to Federal Courthouse. David Newby, president of State AFL-CIO, is featured speaker. Labor contingent to assemble at SEIU, 250 E. Wisconsin Ave, 11:30 a.m.
- **Apr. 29, National March for Peace, Justice, and Democracy, New York.** Called by United for Peace and Justice, U.S. Labor Against the War, Rainbow/PUSH, and National Organization for Women. Labor endorsers include Wisconsin AFL-CIO and Andy Gussert, AFT–Wisconsin.

For more info, visit <http://www.uslaboragainstwar.org/>.

SUE RUGGLES

USLAW NATIONAL STEERING COMMITTEE

AFT DISASTER RELIEF FUND

Send a message to our union colleagues in the Gulf Coast region that they have not been forgotten. Please contribute to the AFT Disaster Relief Fund, which is providing grants to members who have suffered losses due to Katrina, Rita and Wilma.

“Thanks to our union brothers and sisters for their prayers and support,” says Elsie Burkhalter. “Knowing they’re out there gives me courage to be a fighter and a survivor.”

To read her story, and make your tax-deductible donation, go to:

www.local212.org/articles/katrina_relief.htm

CONDOLENCES TO...

The family and friends of **Roger Beavers**, retired Auto Body Instructor, who passed away in December.

MAXIMIZING STUDENT LEARNING - GETTING REAL

ER & D Presents

Dr. Rosalind LaRocque - Getting Real.

Friday, February 24, 2006

9AM – Cooley Auditorium

Dr. LaRocque is a national leader and trainer in ER&D and AFT. Among her many achievements: editor of Instructional Strategies that Work. **“Getting Real”** focuses on the characteristics of failure rather than the reasons for failure. These characteristics are within the control of schools and educators and have a substantial impact on student achievement.

There will be a follow up session with Dr. La Rocque in Room S120 at 10:15 AM entitled **Maximizing Student Learning.**

Are you ready to accept research that goes against your belief? Are you ready to receive tools that help all students to achieve, from the most to the least challenged? Then this session is for you! Learn ways to organize learning content and eight instructional tools that will maximize student learning.

PAT MCFARLAND

ER&D LOCAL SITE COORDINATOR

JOIN US IN A CHOICE OF ER&D CLASSES!

Ideas for the PT instructor course:

If you re a part-time (or a full-time) instructor, ER&D invites you to attend this new 1-credit course. This course will provide an overview of many of the technological and personnel resources available at MATC: and it will provide information on the following educational topics:

- Using blackboard
- Increasing student involvement
- Problem-solving in the classroom
- Using electronic white board technology
- Creating thinking structures in the classroom
- Initiating a culture of critical thinking in the classroom
- Investigating and applying best practices of management and assessment techniques and more...

Instructor: Paul Mansfield and peer supporters.

Days: Tuesdays, March 14th - April 11th. Training Camp for new and part-time faculty begins Tuesday, March 14th and meets for the next 4 Tuesdays at 4:30-7 PM in M470.

For additional information call Paul Mansfield at Ext. 78078. Contact Susan Pinter's office in C212 to register.

PAT MCFARLAND

ER&D LOCAL SITE COORDINATOR

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ER&D PEER SUPPORT SURVEY
CONFIRMS EXCELLENCE

As part of a Quality Review Program a survey was conducted last November concerning ER&D offerings and particularly Peer Support. Because almost half of the current faculty, as well as many non-represented staff employees, have taken such courses it is not surprising that several hundred responded with overwhelming support and glowing comments. Over 96% of those surveyed said that ER&D courses and Peer Support had empowered them as instructors, improved instruction and benefited students. Almost 90% reported having referred a colleague to ER&D or Peer Support. Even more telling were the many positive comments offered such as:

- Peer support and many of the ER&D courses provide new and tenured instructors with the opportunity to enhance their skills which benefits the students. It also helps foster collegiality which the MATC environment is unable to do because of the size and scheduling of classes. Each opportunity to participate in Peer Support and/or ER&D helps the instructor continue to develop professionally. Most of these opportunities are more cost effective than attending outside seminars and courses. They should be continued.
- Peer Support is the best preparation I could have had to be an MATC instructor - thank you!
- I have recommended Peer Support to several new instructors and they have thanked me numerous times. It is the best orientation to MATC that we have. It was informative and meaningful.
- I am constantly using techniques and expertise that I have acquired through ER&D courses. ER&D courses are a special connection with my personal teaching and I am for every grateful for the experiences and friends that I have made in the courses. The courses teach specific that can readily be applied to enhance the learning in the classroom. My students and I thank you.

Peer Support is off to a great start with nine participants this Spring. Needless to say, MATC administrators continue to suggest ways of "adjusting" ER&D offerings, especially Peer Support, in an effort to save money even though it is clear that there is no better investment that MATC can make if it is truly concerned with "teaching and learning." We will continue to spread our good news in order to insure our survival and the success of students!

KEVIN MULVENNA
PEER SUPPORT COORDINATOR