

USLAW Report

Just days after President Obama announced a 30,000-troop escalation in Afghanistan, U.S. Labor Against the War (USLAW) held its National Assembly in Chicago on Dec. 4-6 to plan a response. AFT Local 212 is a member of USLAW and was represented by Sue Ruggles and Steve Watrous. State AFL-CIO President David Newby participated, as did Barbara Smith, representing AFT-Wisconsin.

About 100 delegates from around the U.S.—plus labor leaders from Iraq, Pakistan, Palestine, and Iran—strategized about opposing U.S. wars and promoting international solidarity with our fellow trade unionists in the Middle East. Cathy Smith from Military Families Speak Out and Aaron Hughes from Iraq Veterans Against the War spoke elo-

quently about the sacrifices being demanded of our soldiers and military families.

“Why are we in Afghanistan?”, an excellent new video resource, made its world premiere at the Assembly. Contact us for copies of this DVD featuring graphics by labor cartoonist Mike Konopacki, which has long and short versions suitable for use in the classroom or community.

Watch for a more complete discussion of our USLAW plan of action in upcoming newsletters.

- Steve Watrous

- Sue Ruggles

U.S. Labor Against the War

Condolences

We offer our heartfelt condolences to the following MATC employees who lost loved ones recently:

Ann Burbach – Counselor
Mother

Jan Naefken – Help Desk Services
Brother

Yolanda Smith – Student Services
Nephew

Jacquelyn Reed – Pre College Instructor
Father-in-Law

Parking Enforcement

Please remember to park only in your assigned lot and to display your hang tag at all times. The hang tag must be clearly visible to security officers. Per the Employee Parking Handbook, failure to comply will result in a ticket.

If you do not have your hang tag on a given day, notify security in a timely manner to help prevent a ticket.

The Employee Parking Handbook can be found on E-MATC under Departments / Finance.

- Linda Baehr

4th Vice President, Negotiations

Early Retirement Requirements

Age: At least 55

Years of service: At least 10 years

Notification: 30 days advance notice

Note: This change from the previous requirement of one semester's notice will be in effect through the term of this contract.

- Linda Baehr

4th Vice President, Negotiations

Sabbatical Notice

Any full-time instructor or paraprofessional who is interested in a sabbatical leave for the 2010-11 academic year and has not made this interest known, should obtain the Sabbatical Leave Request Form from the Provost's Office, M278.

This form should be completed and returned by the supervisor to the Provost's Office on or before January 22, 2010.

- Dr. Daniel Burrell

HAPPY HOLIDAYS
from
Local 212



Michelle Felix (ER&D Local Site Coordinator), Bob Barton (Social Solidarity Chairperson) and Linda Zizzo at Local 212's 2009 Fall Social at Potawatomi Bingo Casino.

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President's Message

Critical Qualities for Next MATC President

Selecting the president of MATC is the most important decision MATC's Board of Directors makes.

Over the past two decades, the board's record is spotty at best. In part this is because the appointment is largely based on interviews that the board conducts with the candidates. History has demonstrated that the most charming and articulate interviewee is not always the most capable leader. Hopefully the board has learned from past experience.

All of us will have the opportunity to participate in campus forums with the three presidential finalists. These are the qualities I believe are critical to lead MATC into the future:

- A commitment to technical education. MATC occupies a unique niche in Milwaukee's higher education marketplace because MATC and only MATC trains the area's skilled and technical workforce. We don't need to become a junior UWM or a junior college.

- A commitment to ensuring that our classrooms, labs and clinicals are appropriately supplied and equipped with state-of-the-market technology. The role of administration is to ensure that the college's educators have the resources required to provide our students with a high-quality technical education, not to nickel and dime the college's core function – education and training.

- An unwavering commitment to shared decision making in all aspects of the college's governance. Colleges are unique institutions with highly educated employees who possess knowledge and skills that are critical for good institutional decision-making. Top-down decision making leads to poor decisions. Shared decision making leads to more informed decisions, greater employee buy-in and increased productivity.

- A commitment to MATC students and the district we serve. Too many college presidents are educational careerists who view MATC as a stepping stone on a yellow brick road to something better. We need a

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Math Instructor Wins STEM Award

David Ruskiewicz honored for his work with student-teachers

Congratulations to instructor David Ruskiewicz, Liberal Arts/Math, for winning a STEM award at the annual SySTEMnow Conference highlighting careers in Science, Technology, Engineering and Math. MATC co-sponsored the Oct. 20-21 conference and hosted some sessions at the Downtown Milwaukee Campus.

Much of Dave's STEM work involves advancing successful math



David Ruskiewicz

teachers into Milwaukee-area schools through the MATC Teacher Education Program (TEP). He won the “Stemmy” for his outstanding work in developing course content for K-8 student-teachers who choose mathematics as an area of focus. His curriculum is unique in the way it presents the language of mathematics to the future teachers. He strongly believes course content should be different for individuals who introduce mathematics to children

as compared to the more traditional mathematics other MATC students may take.

“What makes the curriculum so different is that we really need to ‘reconstruct’ what teachers think and know about elementary mathematics,” he said.

Before coming to MATC, Dave taught at UW-Parkside, UW-Waukesha and UWM. He started at MATC in 2004 as the Math

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Recession Blues

Take a Lesson from MATC History

In 1991 the United States experienced a recession. Unemployment soared to 7.5%.

In the next budget, Robert W. Baird & Co., a consultant to the college, proposed that the administration eliminate 54 AFT Local 212 faculty positions. An article in the *MATC Times* understated that the proposal “put AFT Local 212 at odds with the proposal.”

Almost 150 faculty and staff lined the hall to protest the draconian plan that Local 212 argued “could hurt all students.”

President Ernie Schnook noted that the administration was building up its reserve fund while proposing to eliminate classes and services to students and faculty.

In a press release, Schnook was very clear that the college’s revenues should be invested in classrooms, labs and clinicals, not in building up its reserves, when he declared: “We don’t want to be duped by smoke and mirrors in the name of cheap interest bonds.”

Schnook continued: “It would be educationally irresponsible, however, to damage the mission of this institution – serving students – solely out of fear of a higher interest rate the college pays on the money it borrows. I think the Board has forgotten that we’re here for the students and our community; we’re not in the investment business.”

In the end, the administration backed down

and no sections, faculty, counselors or staff positions were eliminated.

Local 212 has had to fight similar battles over the years. Welcome to MATC’s version of Groundhog Day.

This year may be no different. The college’s reserves are currently projected to be a record 18.5% (\$36 million). The board’s target range is 10%-15% of revenue. Yet some members of the administration are talking about a very challenging budget and a \$16 million deficit. To paraphrase Ernie: We won’t be duped by smoke and mirrors in the name of cheap interest bonds! Stay tuned.

– Dr. Michael Rosen

Math Instructor Wins STEM Award, Continued

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Coordinator for the Milwaukee Mathematics Partnership Grant. He is presently conducting longitudinal research for the MMP grant, tracking TEP alumni through Milwaukee schools.

“Without a doubt, I find the longitudinal research most exciting,” he said. “In particular, the identification of former TEP students who are now licensed K-12 teachers is quite rewarding.”

Doubtless his students would say they find his courses and teaching rewarding as well,

as he holds a reputation as an exacting instructor who gets results. In fact, students struggling with one of his statistics courses some years ago nicknamed him “Evil Dave.”

“Apparently I was being quite demanding and several students said something like ‘man, you are just evil.’”

The name stuck and eventually became simply “Evil D.”

“I don’t mind. It’s definitely original,” he said.

– Julie Wichman

President’s Message, Continued

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president who is dedicated to MATC – its students, the employers who hire our students and the faculty, counselors and staff who provide our students with the education and training they need and deserve.

- An understanding of the political process that funds MATC and a commitment to the college and its stakeholders. We need a president who will stand up and fight for the college, not cower before special-interest groups or the handful of loud anti-taxpayer groups that don’t value MATC or our students.

When the presidential finalists visit campus, take advantage of the opportunity to meet, interview and evaluate them. Attend the college forums.

And keep in mind the Temptations’ advice from years ago: “Smiling faces, smiling faces... sometimes they don’t tell the truth ... smiling faces, smiling faces... tell lies and I got proof...Don’t let the handshake and the smile fool ya ...Take my advice I’m only tryin’ to school ya.”

– Dr. Michael Rosen

Take a Look at ER&D

What would it take to elevate your teaching from good to great?

This is the question that drives what we do in ER&D. It is our hope to revitalize the conversation about the art and craft of teaching at MATC, a conversation that has lost momentum because we are behind our computers more and with each other less. We strive to create opportunities for you to better your teaching practice not only when you need credits for re-certification, but whenever you come across a teaching challenge or set a teaching goal. We want ER&D to be a physical and virtual location where faculty gather to take pride in their work and to learn from each other.

Spring Schedule

Look for our spring course schedule on INFOnline. If you are looking for flexible scheduling, consider our blended learning, webinar-based courses. Students spend three classes together and the rest of the work you complete on your own viewing webinars and working in Bb. These courses address the important topics of Critical Thinking & Assessment and Student Motivation & Classroom Management.

If you prefer to take classes after the semester ends, look for the popular Instructional Strategies That Work in May. For those of you interested in how new technologies can reinvigorate your teaching, consider Educational Technology: Exploration and Implementation at the Oak Creek Campus. See Instructional Design for Online Learning: Blackboard Essentials for research-based best practices in online teaching. Choose Intentional Dedicated Discourse if you would like to create space in your busy schedule for reflection on your teaching, reading about pedagogy, and discussion with colleagues.

If you are teaching with provisional certification and have not taken Teaching Methods, consider our Peer Support class for three credits. It is the most in-depth faculty orientation that the college offers; in addition, you will be paired with a seasoned teacher. Peer Support fulfills the Teaching Methods certification requirement.

See INFOnline for course details and to register. Look for the courses in the ZERD department.

ER&D Curriculum Coordinator

Many thanks go to Paul Mansfield for steering ER&D’s curriculum for the past several semesters as Curriculum Coordinator. Paul was behind the very successful On Course class and was a major innovator behind our new webinar-based courses. He completes his tenure as Curriculum Coordinator at the end of this semester. I am excited to welcome Saron Wilson to the position beginning with the January semester. Saron was selected from a pool of very qualified and exciting candidates. She brings to ER&D both an academic background in curriculum development and vast experience designing and aligning curriculum. Not only will she steer ER&D’s course offerings, but she will also be available to consult with individual faculty, departments, and divisions on curriculum.

Think about what you need to take your teaching from good to great and let us know. Use the feedback form found in the Faculty Input link within the ER&D section of FacultyNet or send me an email at felixm@matc.edu.

– Michelle Felix
ER&D Local Site Coordinator

Part-Time Faculty Corner Letter to Santa

Greetings, Colleagues,

Over the years, you, or your children, grandchildren, etc. may have written letters to Santa at the North Pole. Here is my letter to Santa as VP of the 212 Part-Time Faculty.

Dear Santa,

Like many other Americans, I’m thankful I still have a job. In previous years that has always felt like a given. Not anymore. Like many, I have friends who have been out of work for many months. Yes, they tell me how it feels to be unemployed and how bad things really are for them. It really makes me grateful for my job.

But while I am ever so grateful that I have a job, I do have a big problem at the college where I work as a part-time instructor. You see, I am a “sixty percenter.” What that means is that as a part-time instructor, I’m

paid only 60 percent of what my fellow full-time instructors are paid even though I need the same teaching credentials as they have to teach.

Now Santa, I am certain that you have a union shop at the North Pole with both full and part-time elves. I’ll bet that they are all paid at the same rate, too, since you know that is the humane way to do so. Unions all fight hard for equity and justice, and our own local has been no exception. Sure, we part-time faculty at the college have made great inroads since we became part of the local. But we seem to be stuck in a 60 percent “rut” so to speak.

Don’t you think that the time has come to raise that 60 percent barrier through bargaining? Won’t you join us, Santa, in our efforts to do so? We part-time faculty realize that equity won’t happen overnight. But I am certain that for your part-time elves it didn’t happen all at once either, did it? All

we part-time faculty are asking is that we “chop” away a bit at a time as we have done so successfully in the past. I’m certain that you, too, advocate this for us.

In closing, it is my hope for you (and all your full- and part-time elves) and all of my (full- and part-time) colleagues here at the college that peace and goodwill will reign in your home and heart this holiday season. I extend my heartfelt wishes to all for a joyous holiday season and a happy, healthy, New Year.

One final thought...I know that you and your full and part-time elves have worked really hard this year. My colleagues have worked really hard this year too. Their work and dedication is truly appreciated. My fervent wish for you and my colleagues is to enjoy our well-earned break.

– Sally A. Lindner (“SAL”)
Sixth V.P. - Part Time Faculty

Your benefits cover your family members too.

+ Even if they have four legs.



A Union of Professionals

AFT +
Member Benefits

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AFT has an expense reimbursement and/or endorsement arrangement for marketing this program. For more information, please contact AFT Financial Services at 800/238-1133, ext. 4493; send an e-mail to disclosureinfo@aft.org; or visit www.aftplus.org/disclosure.

