

PAnorama

UNITED FOR EXCELLENCE IN EDUCATION

MVCC Professional Association Newsletter • Volume XVIII • No. 6 • February 2015

We are in the process of taking our SUNY and CUNY systems and turning them into commercialization and job generators.

Read: Education for profit.

More and more, where successful community college system is almost an apprentice program for a specific industry.

Read: Lower income=inadequate education.

"...It is so hard to remove an ineffective teacher that most districts will tell you that they don't even try."

Read: Bust unions.

"I am the government."

JOB TRAINING=EDUCATION?

BAD TEACHERS=UNIONS?

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PAnorama's Editorial Policy

PAnorama is the voice of our local. In addition to the PA website (www.mvccpa.org), email, and bulletin boards, PAnorama is a principal vehicle for bringing you, on a regular basis, information on the views and activities of our members.

We welcome articles by, for, and about PA members on union-related issues and concerns as reflected in NYSUT and AFT activities as well as in the purpose and functions of the PA's standing committees: Community Outreach, Education & Training, Grievance, Internal Communications, Member Services, Negotiations, Political Action, and Research and Records.

All submissions are subject to the review and acceptance of the Editor and/or Internal Communications Committee. We do not accept articles that make personal attacks and we reserve the right to edit articles for length. We look forward to hearing from you.

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Edition
February 2015
Volume XVIII • No. 1

Website
www.mvccpa.org

PrezDesk By Norma Chrisman

"Cogito, ergo sum," said the seventeenth century French philosopher Rene Descartes. While I am not fluent in Latin, I find this phrase to be quite appropriate. "*I think, therefore I am*" is the English translation. My feeling is that the "Honorable" Governor Andrew Cuomo does not believe this statement to be true.

Our brothers and sisters in P-12 have been and continue to be bullied by the governor. Their funding continues to get cut. Their teacher evaluations are being based upon student performance, which could lead to the loss of their jobs if they are considered ineffective. Imagine this, districts that have more money to spend on each student

Community colleges are beginning to see the same fate as our K-12 allies. The state consistently budgets funds for

community colleges below the rate that is expected. The formula that a community college uses to determine a student's tuition is based upon 40% from the state, 33.3% from the county, and the remaining 26.7% from the student. Governor Cuomo has proposed in his upcoming budget that community colleges across the state be funded at the same level as last year, \$2,497



Districts Ranked by Combined Wealth Ratio

Wealth Decile	ELA PROFICIENCY	MATH PROFICIENCY	Spending Per Pupil
1 (Poorest)	21%	18%	\$ 19,823
2	25%	22%	\$ 19,343
3	28%	25%	\$ 19,241
4	29%	27%	\$ 20,114
5	31%	28%	\$ 19,360
6	32%	28%	\$ 20,345
7	39%	36%	\$ 21,092
8	40%	37%	\$ 22,510
9	43%	40%	\$ 26,066
10 (Wealthiest)	49%	45%	\$ 35,690

Source: www.nysut.org

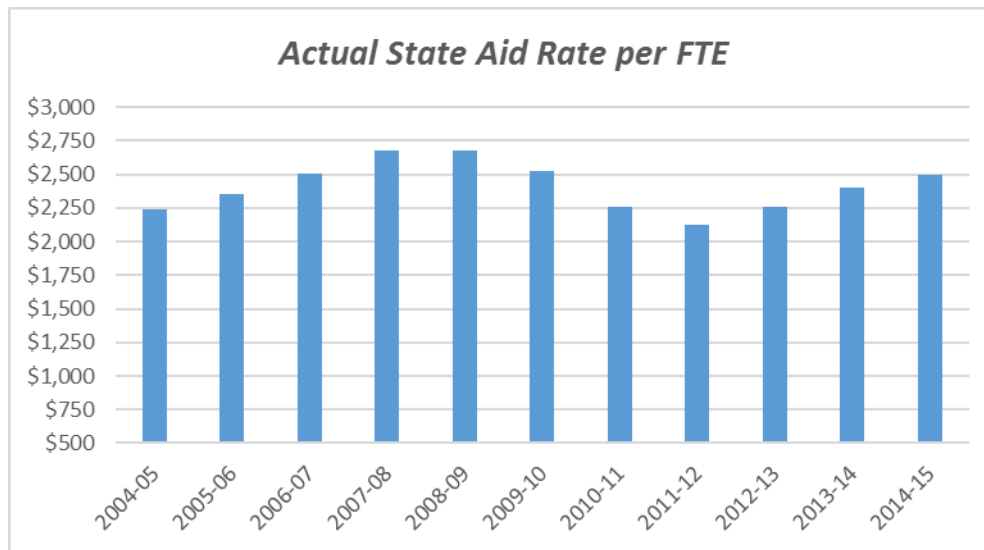
have higher proficiency percentages in ELA and MATH.

per full-time equivalent (FTE) student.

It seems logical to me that the Governor notices the same correlation between funding and student performance. Apparently, he does not care as he continues to cut public schools funding and support.



If the budget proposal is passed, the state will be contributing approximately 22% towards a full time student's tuition at MVCC. With funding staying at the same level as last year, we are being funded slightly below that of the 2006-07 academic year. Since the 2007-08 funding of \$2,675 per FTE (highest funding level by the state), funding decreased over the next five years. Funding has slowly increased beginning in 2012-13, but it is not close to the level that community colleges need.



While there is a slight chance that the assembly will pass an additional \$75 per FTE be given to community colleges, it is not a guarantee. Does Governor Cuomo *think* we won't notice this?

Performance Based Funding, also known as SUNY Excels, is tied to a Campus Performance Improvement Plan. Ten percent of the state-base operating aid would be determined once a campus submits a campus performance improvement plan. This plan would then have to be approved by the SUNY Board of Trustees by December 31, 2015. The plan will be a basis for future performance funding allocations. Each plan must include criteria regarding access, completion, success, inquiry and engagement. I guess he didn't *think* we saw this one coming!

In the Governor's [2015 State of the State speech](#) (text and video of his full speech can be found at <http://www.governing.com/topics/politics/gov-new-york-andrew-cuomo.html>), he stated community colleges

charge too much, put our students in debt, and provide them with an education that does not allow them to find jobs after graduation. Our governor feels that the successful community colleges are glorified training centers. He obviously doesn't know that on average, from 2011-2013, approximately 63% of our graduates transferred to a 4 year SUNY institution. Or that, on average, from 2011-2013, approximately 90% of our graduates transferred to a 4 year institution in New York. Did the governor *think* we weren't listening?

Do you notice the similarities? The "Education Friendly" Governor has instituted all these changes to K-12 public schools. Reduce Funding and Performance Based Funding? Sound familiar? Are you as infuriated as I am about this? What is the PA doing about this? A number of our membership have participated in an informational picket and attended forums.

On March 5th, there will be a "Mohawk Valley Parade for Public Education" in Utica. On March 11th, there will be a "Statewide Parade for Public Education" in Albany. (Watch your email for parade details.) There is a letter writing campaign asking you, your family, your friends, your neighbors, or anyone to write your representatives in Albany. Refer to the "MVCC Professional Association" Facebook site for details). The Political Outreach Committee and I will be meeting with our representatives in Albany at the end of February. During these meetings, we will talk about properly supporting community colleges and public education. We are hoping that our representatives will have some influence on the budget proposal.

I think, therefore I am

- a member of the MVCC community
- a member of the MVCC Professional Association
- a parent
- a concerned citizen of New York

What about you?

The Community Rallies in Support for Public Education

By Jim Roberts

More than 200 community members braved cold temperatures to rally in support of public education at the Oneida-Herkimer-Madison B.O.C.E.S on Middle Settlement Road January 29th. They spoke out against Governor Cuomo's proposed education reform in his recent State of the State Address.



PA in action. From left to right: Marie Czarnecki, Norma Chrisman, Jim Roberts, Alison Doughtie, Jim Henck, Bill Perrotti, and Justin Rahn.

Demonstrators carried signs, chanted slogans, and criticized the proposals at a meeting of local school board presidents and superintendents. About a half-dozen members of the MVCC Professional Association came out in solidarity for our K-12 brothers and sisters. As the education proposals are strategically linked to the state budget, the community will continue to rally in support of public education in the coming weeks.

In summary, the main points of concern include increased emphasis on standardized testing, changes in the evaluation methods for teachers, raising the cap on charter schools, and the mitigation of local control of schools. As an increasing body of scholarship demonstrates, the standardized testing movement harms students and faculty, as it is detrimental to critical thinking in the classroom, and makes it difficult for teachers to challenge their students intellectually. On teacher evaluations, Cuomo proposes:

- 50 % based on student test scores
- 35 % based on a 3rd party observation, independent of the school
- 15 % local observation

Currently, a teacher is rated on a four-point system, ranging from "highly effective" to "ineffective." Under the new proposals, teachers rated "ineffective" for two consecutive years will lose their teaching certificate.

In addition to bogus evaluation methods, schools deemed "underperforming" will be closed down and re-opened as charter schools. Studies indicate that in general, charter schools do not perform better than public schools. Charter schools are privately-owned schools that use public funding, zapping millions of dollars from public schools. Currently Herkimer, Utica, and Rome schools are involved in law-suits with the state of New York over funds that are owed to them. An appropriate tactic is to re-frame the dialogue about public education. We should consider the proposals not only a threat to the profession of teaching and the teacher's union, but an attack on the idea of public schooling and the students who benefit from it.



Demonstrators at K-12 rally.

While Cuomo and his hedge-fund backers (some who operate charter schools) cite a crisis in public education, the actual data suggest otherwise. A number of political actions are already taking place, including petitions and letter-writing campaigns to Cuomo, Chancellor Tisch, and state representatives.

Additional rallies are scheduled through March. If you would like more information, or are interested in becoming more involved, please contact your union reps.

Sam Drogo: The Heart in Heart Run & Walk

By Dawson McDermott

The Heart Run and Walk will be happening this year ON March 7th. This event is special to me in that it's a time for me to honor Sam Drogo. Sam is an important figure not just for excellence in instruction; he is also important to all of us for his contributions to the Professional Association. So with every Heart Run and Walk, I suit up and get my Team Sam gear ready. This is not a promotion for the Professional Association. This is about Sam and coming together to honor him.

I became involved in the Professional Association through the Grievance Committee. As I was made the chairperson, there were many opportunities for me to engage in discussions with Sam about potential grievances. We would discuss how best to approach issues. In particular, an event in which I was running (literally) between Sam and the Dean of Human Resources stands out. After 8 trips to the HR office, the issue successfully negotiate, Sam looked at me, laughed, and said "isn't this fun!" I looked at Sam and called him a name I will not repeat.

Later, I also became part of the Negotiations Team. Sam was an imposing figure. I consider him the Godfather of Negotiations. He taught us to be prepared, to always ask why, and that there are times to be nice...and times not to be. I was fortunate enough to serve with him the year he passed, and as much as it hurt to have him leave us, we carried on as he would want us to. Sam laid a foundation for the team, the contract, and committees. Without his intellect, without his willingness to stare down the dragon, we would not have the contract we have.

Sam's first day at MVCC he was picketing. Even without "tenure" he went forth. Sam taught me a message that "not rocking the boat" or "not wanting to make noise" was just not an excuse. Only by speaking one's mind and asking questions can we have intellectual discussions resolve matters. In particular with labor issues at the college, this fosters collegiality, shared management, and positive feelings of the workplace. I took that lesson and applied it. I did not have tenure as your Grievance Chair when I started. If anything, I learned more about the College, the CBA, and the history of MVCC than if I had kept to myself until I had a career appointment.

But most of all, the things I remember about Sam are the stories of his fishing, his children, his grandchildren, and life in general. There was always business, but with Sam there was always life. The way he tied his shoes, wore his shirts, groomed his beard...he did not look like the bear he was. The one memory I would share with you all is one time at negotiations, Sam was late. We moved along. Sam joined us. He was laughing and he began to tell us what had happened. He was backing out his driveway, stopped and got out. He went into his house. He came out and his car was gone. He looked across the street and there was his car, against his neighbor's tree. He had forgotten to put it in park. We all laughed. That is what I remember.

I ask you to take a moment, even if you have never met Sam, and think about him. He was my mentor and my friend. He forged my passion for my involvement in the Professional Association,



tion, yes. But he taught me courage in the face of the dragon. I ask you to come along with me on March 7th, take a walk with thousands of others, and honor people like Sam. Come along with us on Team Sam. Take some time from your schedule and help us honor my friend Sam. Hear stories, laugh, and watch me freeze in my kilt.

We hope that all of you will join TEAM SAM on Saturday, March 7 @ Utica College, 10:30 am.

If you are walking or running do not forget to dress WARM and wear your PA Blues!

If you are unable to walk/run please still consider donating to this worthy cause. Not only are we raising money, supporting the cause and honoring Sam Drogo we are also competing in the union team category.

Last year we raised \$2,070 let's increase our efforts this year. More money, more participation, more fun!

Register at

www.uticaheartrunwalk.org

Find your company team

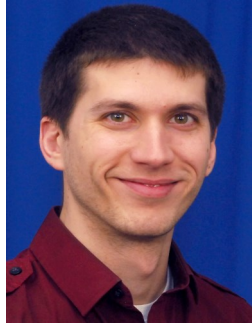
Click "find a company" on the left

Scroll down and click on

"Mohawk Valley CC Professional Assn"

Click on "Join Team"

**NEW MEMBER PROFILE:
JIM ROBERTS**
By George Searles



PAnorama congratulates Jim Roberts, who's now a tenure-track faculty member in the Center for Arts & Humanities after several years of prior service as an adjunct and term appointee.

A Whitesboro native, Jim holds a B.A. from Utica College and an M.A. from SUNY-Binghamton, where he developed an ongoing interest in New American Studies and Marxist literary theory.

A general guiding principle Jim strives for in the classroom is borrowed from John Dewey: "Education is a process of living, and *not* a preparation for future living."

When not teaching first-year English courses (EN 101, 102, and 150) Jim enjoys long-distance hiking. He has conquered several of the Adirondacks High Peaks and has completed the 50-mile Cranberry Lake Loop and the 120-mile Northville to Lake Placid trail.

An accomplished rock guitarist, he plays lead in the popular local band Sound Barrier. The group has performed at Turning Stone, The Dev, and various Varick Street venues. He told *PAno* that his role as a musician is not unrelated to his "day job" in the classroom.

"A fundamental role of any teacher is to meet the students where they are and build from there," he said. "This is not unlike my job as a musician; engaging the audience by creating a communal atmosphere is essential, as is engaging the student in the classroom. That musical experience lends itself well to a discussion of 'audience' in Composition and Effective Speech."

Jim lives in South Utica with his wife, Abbey, a New Hartford math teacher.

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NYSUT Community College Conference: Eye-Opening & Full of Information
By Patti Antanavige

On a cold weekend in November, eight members of the PA joined several other Community College Unions at the Gideon Putnam Hotel for the 36th Annual NYSUT Community College Conference. This weekend was packed with insights from colleagues across the state. Topics included things such as negotiation skills, grievance/arbitration procedures, social media management, labor history, and more.

This conference is always a time to look at the bigger picture. It is where we learn about pressing issues across the state and the precarious situation that unions hold within New York State and the nation. What's really interesting is the end of the conference. Every Sunday morning we head into the large conference room where NYSUT shares the budgets and tuition figures of all community colleges. This is enlightening information for any member of the college community. It helps the Association plan for future negotiations and see if we are indeed in financial peril or profit.

If you have ever had an inkling about attending something dealing with the Professional Association, I encourage you to take the plunge and join us. This conference is nothing short of eye-opening. In my third year of attendance, I'm still learning and growing as a union professional. There is something both powerful and moving being among a large group of like-minded professionals collaborating and rallying to improve and strengthen their relationships with one another and their respective institutions. Being a part of a union is NOT about us (the PA) versus them (MVCC). It's about holding everyone accountable for their actions. We are a checks and balance system to ensure that all dealings are fair and consistent for all of our members.

PA Community Outreach Events

Farewell to Retirees and Benefits Fund Update By Justin Wilcox

Fall 2014

- \$250 donation to FARE (Food Allergy Research & Education)
- PA Labor Film Series
 - Sept 10th "Outsourced"
 - Nov 12th "Hoffa"
 - Dec 1st "Inequality for All"
- Strides Against Breast Cancer Raffle at NYSUT Leadership Conference, which raised over \$20k for breast cancer research
 - Basket Donation "Fall Comfort" items raffle
 - Raffle ticket sales for the baskets which contributed to the overall money raised
- Annual Central NY Labor Council Coat Drive
 - About 10 large garbage bags full of coats, boots, gloves, hats
- New Members Reception and Toys For Tots Fund-raiser
 - \$474 + a bag full of toys donated
 - Jim Roberts won the new member iPad J
- Rescue Mission can drive and money raffle from our PA Christmas Party
 - \$365 plus an SUV full of food
- Labor Council Christmas Party
 - Basket donation from "Hop & Goblet"
- PA scholarships awarded annually to MVCC students

I would like to thank Paul Halko for his years of service as a Trustee and Chair to the benefits trust fund. Paul worked hard to establish the fund over ten years ago; his leadership and dedication is really appreciated. Paul has retired in December so I would like to wish him the very best in his retirement. I would also like to thank Doreen Nicholls for her years of service as a trustee. Doreen has also retired this December.

Please don't forget about the out of pocket reimbursement through the MVCC PA Benefits Trust Fund.

Any approved medical expenditures incurred in 2015 will be reimbursed through our "Out of Pocket Medical Expense Reimbursement." Members (including your spouse and dependents) can be reimbursed for any out-of-pocket medical expense/flexible spending expense incurred in 2015 for procedures performed or co-pays paid in the 2015 calendar. This out of pocket reimbursement is capped at \$150 per member. The eligibility information, reimbursement form, and electronic funds transfer form can be found on the PA website at <http://www.mvccpa.org/main/benefits-fund-reimburse.cfm>.

Spring 2015

- PA Labor Film Series
 - Feb 3rd "Office Space"
 - March 3rd "Citizen Koch"
 - April 28th "After I Pick the Fruit"
- All films are free and open to the public. We encourage you to attend and spread the word to others. Each event will have a pre-film lecture by our very own Bill Perrotti. He has agreed to come out of retirement for the three nights.
- Save the Date: March 7th is American's Greatest Heart Run/Walk – we will have a team – join us!

Should you have any questions pertaining to benefits through the Professional Association's benefits fund please contact me.

Justin Wilcox, Benefits Chair.

What You Need To Do Now

By Justin Rahn

With Governor Cuomo's uncompromising attacks on all parts of our public education system during his State of the State address and the absolutely appalling policies pushed forward in his Executive Budget, many may wonder, "What has the Professional Association done to combat this?" The answer: a lot. A call went out to all of the local unions to send representatives to an impromptu meeting with our regional Political Action Committee and the response was astounding. It ended up being standing room only with over 100 local members looking to make an immediate impact. One of the most important actions to come out of that meeting was the picket at our local BOCES that Jim Roberts has written an amazing article about, but for those not wishing to freeze themselves, many more ideas were developed and are being deployed as you read this article.

Due to the severity of these proposed policies, it is important to keep this momentum going and the pressure on our State representatives to make sure these "reforms" do not get implemented. Even though many of these changes are targeted specifically against our K-12 brothers and sisters, as we all know, what comes to K-12 comes to higher-ed. This is where all of *you* come in, because as educators and people who decided to dedicate their lives to helping those who are seek knowledge and its power, it is imperative you get involved to stop this. So, what can you do?

- Something as easy as writing a *hand-written* letter to your State Representative expressing your concerns about what these "reforms" will do to our students is an amazing start. If you do not know who your State Representative is, you can use NYSUT's Member Action Center (<https://mac.nysut.org/>) to find out.

- Our regional NYSUT office will be coordinating a phone-blitz week March 2nd to 6th, so taking, literally, even a minute of your time just to call your State Representative would make an impact.

- There is a march planned in Utica from Oneida Square to the State Office building on March 5th to support public education. Exact details should be coming through email in the next few days.

- The Professional Association will be marching with the Central New York Labor Council in the Utica St. Patrick's Day parade. It is a chance to wear your PA blue and join together with our union brothers and sisters from the trades, transportation, communication, and other fields.

- The Professional Association will be sending members to Albany to speak with some of our local State Representatives to explain how these "reforms" will damage our students' opportunities to have a safe and comfortable learning environment and will impede their learning. Those days are Thursday, February 26th and Tuesday, March 3rd. Those interested, please email either me (jrahn@mvcc.edu) or Norma Chrisman (nchrisman@mvcc.edu) for further information.

In reading through the proposed changes, some may be thinking, "What does any of this have to with *us*? We're a community college. This stuff impacts K-12 students." In many respects, they're right; many of these proposals directly impact only the K-12 sector, but where do the majority of our students come from? Easy: our local high schools. So, what happens to K-12 students happens to our students . . . and these re-

forms will hurt the least advantaged the most. For those interested in the direct impact on us, it's straightforward: no additional operational funding to keep doing the amazing work we do, new funding for back-room discussions about community college consolidations, performance-based funding plans, and much more.

If there is a time to get involved, it's now, because we have only a few weeks until the budget is due and the consequences of these "reforms" are high. Taking five minutes for a hand-written letter or taking a minute to call your State Representative is doing *something*. Just think, if every NYSUT member sent one letter, that's 600,000 pieces of mail. If every NYSUT member called Albany and took a single minute to express their views, that's 600,000 minutes or 417 straight days of talking. In the end, even small actions, when combined with tens of thousands of others can have an enormous impact.

MVCCPA and Social Media

The Professional Association is proud to announce a newly invigorated online social media presence. The PA uses Facebook and Twitter as a hub for union communications, both locally and nationally. We are connected with other NYSUT locals and various community organizations including the NYSUT Action Center, CNY Labor Council, and other local businesses. Be sure to follow the PA for immediate updates on political action and fundraising campaigns, union meetings, and social events. We also function as a resource for all union members by providing a series on national labor history and information on how to get involved.

Invite your friends and other local organizations to follow the sites. You can find us on Facebook at MVCC Professional Association, and on Twitter, at MVCC PA.

Fight the Good Fight: There's an App for That!

By Rialda Shulman

Once again, some 130 PA members gathered at this year's Spring Luncheon to recap 2014, get an update on challenges facing teachers' unions in 2015, and share a warm meal with colleagues.

Besides the members, two speakers — Jim Henck, Labor Relations Specialist, and Martin Messner, Secretary Treasurer of NYSUT— came and urged those present to stand up to Gov. Andrew Cuomo's education reforms by signing petitions and attending various protests in the near future. Mr. Messner also encouraged those more technologically savvy to download a NYSUT app to keep up with urgent - education and union- related news.

After Professional Association President Norma Chrisman expressed her appreciation to many



committees, Bill Perrotti, now a retiree, was honored with two plaques for his years of exceptional service in the PA: one from the PA and another from NYSUT.

And finally, the winner of the 2015 PA Scholarship, Debra Born, who invited her parents to the luncheon as well, was honored with a \$1,000 check.

We wish her luck!

Two “Union Thugs” by Alison Doughtie

One claims “not to be a union guy,” while the other has a bumper sticker that says, “I brake for picket lines.” What could these two possibly have in common?

Their dedication to the labor movement, to our own Professional Association, and to MVCC connects Paul Halko and Bill Perrotti.

Initially, Paul may have been a little reluctant to jump into the work of the PA, but Bill saw his potential and, in addition to his own sweet talk, got others (Marie Czarnecki was key, I believe) to encourage Paul to get involved. The plan worked and Paul became a member of our negotiating team with the 2005 contract. He served as a voice for our membership in every contract after that and served as negotiations chair for our most current one.

As a result of some of those negotiations, the Benefit Fund was established, and Paul became the Fund’s first chair. He, along with the Fund’s trustees and NYSUT’s guidance, established the benefits—such as vision, long-term disability, and legal services—that so many of our members have enjoyed ever since.



Paul Halko

Paul’s concern for members and his dedication to his role as Benefits Fund chair often prompted phone calls to new members urging them to take advantage of our benefits. He called me—he may have yelled at me—to make sure my husband and I had wills. In addition to the Benefits Fund, Paul fought for the fourth level of promotions for non-teaching professionals and for the PA retirement benefit.

Paul also served faithfully as the PA’s First Vice President and Chair of the Member Services Committee. He made sure the binders full of information about our union, about NYSUT and AFT, and about Utica were delivered to every new member. In this role, Paul also made sure all of our parties were successes and that others in our community also benefitted from them. I don’t remember a single PA party that has not also raised money for a local charity. You should also know that as First VP, Paul was always prepared to step into the President’s position if it had been necessary. He was curious about and informed of all PA business.

Paul will tell you that he’s never been “into that union stuff,” but his actions have proven otherwise. He has understood the power of shared efforts and has demonstrated that the actions of one member can have a tremendously powerful and beneficial impact on others.

In contrast, Bill Perrotti has always been vocal about his union involvement. Within the PA, I believe he has served in just about every role



Perrotti accepting plaque. From left to right: Norma Chrisman, Bill Perrotti, and Martin Messner.

possible—president, first VP, committee member (Grievance, Member Services, Political Outreach, Community Outreach, Negotiations), and, of

course, VOTE-COPE Coordinator . (And just to channel Bill for a minute—if you were at the PA luncheon and heard the comments from NYSUT Secretary-Treasurer Martin Messner and our LRS Jim Henck, you know your VOTE-COPE contributions have never been more important than now). Bill has attacked each position with characteristic enthusiasm and has encouraged new member involvement all along the way.

Aside from Bill's tremendous activity within the PA, he is a known entity in the larger labor movement. He is a regular delegate at the CNY Labor Council, and as Pat Costello, Labor Council president says, "Bill's involvement in the Labor Council has highlighted the fact that we're all in this together. To have a college professor show an interest in the lives of electricians, nurses, and others has really demonstrated how the more we stick together, the stronger we are. He has exemplified his understanding of solidarity since he walked into the Labor Council."

As you may be aware, Bill has also been involved in the larger Mohawk Valley community. He serves on the board of the United Way of the Valley and Greater Utica area. CEO and Executive Director Brenda Episcopo says, "Bill Perrotti has been an AMAZING addition to the board of directors of United Way of the Valley and Greater Utica Area. He serves his community with love and passion for others that is difficult to match. Upon his appointment to the board, he was asked to serve on an allocations panel, as all new board members do. Allocations panels are groups of volunteers that have the difficult job of investing the money raised through the United Way campaign, into programs that are proven to meet the needs of our community with demonstrated success. Bill was moved by this experience. As a result- he now speaks to others about the work of United Way, and how important it is to become involved. He is clearly one of the best ambassadors we have."

While Paul has been more quietly involved in community activities, he has also been an out-

standing ambassador for the PA and the College. Aside from his teamwork with the Community Outreach Committee, Paul has personally contributed (in secret) to numerous local organizations. I'd tell you more, but that would betray his anonymity. Paul also happens to know everyone in the community. Those connections have been a great resource for the PA and for the college.

Bill and Paul's involvement in the PA and in the community may not be news to you, but you may not know that they have also been enormous supporters of the College, our colleagues, and our students.

Bill helped establish the respiratory care program and the cadaver lab at the College. He has served as a senator and as Senate chair and has been a strong voice for the faculty. He has taught countless students who clearly value the challenge and success they've had in his courses, and he has encouraged his colleagues to get involved in the PA and in the life of the college.

Paul has known everything about everything at the college. While his official title was "Technical Assistant," he also taught and his office was always full of students who dropped by to say hello or who needed help with one type of problem or another. What few may know is that Paul was an excellent headhunter. Between his contacts in industry, his connections in the community, and his knowledge of individual students and their strengths, he was able to help many students find jobs and opportunities for better lives for themselves and their families. As chair of the Promotions Committee for Professional Staff, Paul also helped his colleagues improve their professional standing.

Suffice it to say, these two will be greatly missed. We wish them the best in retirement, and remain hopeful that they will continue to be involved in the PA.

