

THE CITY OF PROVIDENCE
STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

RESOLUTION OF THE CITY COUNCIL

No. 333

Approved June 8, 2012


RESOLVED, That the accompanying copy of the Collective Bargaining Agreement by and between the Providence School Department and Rhode Island Laborers' District Council on behalf of Local Union 1033, effective July 1, 2012 to June 30, 2015. (Teacher Assistants)

IN CITY COUNCIL

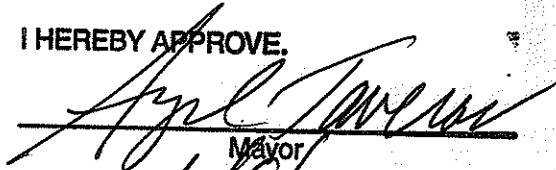
JUN 07 2012

READ AND PASSED


PRES.


CLERK

I HEREBY APPROVE.


Mayor

Date: 6/8/12

TEACHER ASSISTANT TENTATIVE AGREEMENT

ENTERED into this 14th day of December 2011, by and between the PROVIDENCE SCHOOL DEPARTMENT and the RHODE ISLAND LABORERS' DISTRICT COUNCIL on behalf of LOCAL UNION 1033 pursuant to Article XXVII and Article XXVIII of the parties' Agreement effective July 1, 2011 to June 30, 2012;

WHEREAS, the City of Providence AND Providence School Department is contending with a fiscal crisis of historic proportions characterized by projected substantial annual budget deficits; and

WHEREAS, the parties hereto have conducted good-faith negotiations pursuant to Title 28, Chapters 7 and 9.4 of the Rhode Island General Laws, as amended with the intent of reducing the City's operating costs; and

WHEREAS, the parties' negotiations have resulted in Agreement for a Collective Bargaining Agreement, effective July 1, 2012 to June 30, 2015; as well as a simultaneously negotiated Agreement for the period of July 1, 2011 to June 30, 2012; and

WHEREAS, the parties hereto desire to codify their AGREEMENT and, subject to their respective ratification procedures, be bound by the same.

THE PARTIES HEREBY AGREE

1. The document titled "Agreement between the Providence School Department and the Rhode Island Laborers' District Council on behalf of Public Employees' Local Union 1033 of the Laborers' International Union of North America, Teacher Assistants, effective July 1, 2011 to June 30, 2012" is herein incorporated by reference as if fully reproduced. The terms and conditions of this Agreement shall continue and remain in effect for the period of July 1, 2012 to June 30, 2015 except as expressly modified herein.

2. Article XVII - Health and Welfare

a. Effective July 1, 2013, employees shall co-share in the cost of healthcare insurance benefits provided in this Article through pre-tax weekly payroll deduction by the payment of 15% of the negotiated working rate.

It is acknowledged that the premium/working rate for the purpose of computing the employee co-payment shall be as determined by a consultant selected by the parties and shall not increase by more than 9.5% annually.

3. Article XVII – Union Benefits - the additional three cents (\$.03) per hour for each straight-time hour each employee covered by this Agreement is paid and which was allocated to the "Rhode Island Public Employees' Training Fund" in the parties Agreement and suspended to December 31, 2012 shall be payable and restored effective January 1, 2013.

4. Article XX – Economic Package – The economic increases shall be as follows and as provided for in the below paragraphs:

a. There shall be no increase in wages for the period of July 1, 2012 to June 30, 2013, unless otherwise agreed to by the parties to this Agreement. Additionally, in the event that there is an across the School Department wage increase afforded to City/ School employees in Fiscal Year 2013, then all applicable members of Local Union 1033, including those who have retired in Fiscal Year 2013, shall be entitled to the across the Department wage increase afforded to City/ School employees in Fiscal Year 2013. The parties agree that this provision shall not apply to awards established by an interest arbitration panel and/or arbitration awards for City and School.

b. Effective July 1, 2013 an amount equal to an across-the-Department wage increase for all bargaining unit employees of three percent (3.0%), over the June 30, 2013 rate.

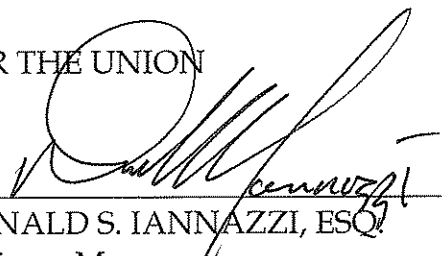
c. Effective July 1, 2014 an amount equal to an across-the-Department wage increase for all bargaining unit employees of three percent (3.0%), over the June 30, 2014 rate.


5. Article XXVIII – Duration of Agreement

The terms and conditions of this Agreement shall be effective for an initial agreement covering the period of July 1, 2012 to June 30, 2015 and from year to year thereafter unless either party at least one hundred and twenty (120) days prior to June 30, 2015, gives notice in writing to the other party of its intention to terminate this Agreement, in which event this Agreement shall terminate at the end of the contract year in which said notice is given. In the event that such notice is given, negotiations shall begin immediately, no later than sixty (60) days prior to the termination of the Agreement.

6. The Union and the School Department shall enter into a collective bargaining agreement incorporating the above described agreements for the time period commencing July 1, 2012 through June 30, 2015. That Collective Bargaining Agreement shall be subject to ratification by the City Council and the Union and said ratifications shall occur no later than December 31, 2011.

FOR THE UNION


DONALD S. IANNAZZI, ESQ.
Business Manager
Local Union 1033


VICKI A. VIRGILIO
President
Local Union 1033

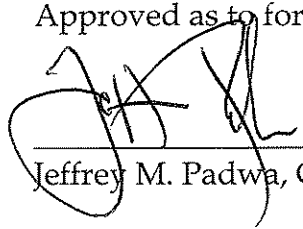
WITNESS

FOR THE EMPLOYER


ANGEL TAVERAS
Mayor of Providence

WITNESS

Approved as to form and correctness:

 12/14/11
Jeffrey M. Padwa, City Solicitor



Public Employees' Local Union 1033

410 South Main Street
Providence, Rhode Island 02903-7124
Tel. (401) 331-1033
Fax (401) 421-0244



TO: The Honorable Providence City Council

FROM: Donald S. Iannazzi, Esq., Business Manager

DATE: January 12, 2012

SUBJECT: Collective Bargaining Agreements by and between the Rhode Island Laborers' District Council on behalf of Local Union 1033 and the Providence School District

I am writing to formally present you with the terms of the recently negotiated successor Collective Bargaining Agreements by and between the Providence School District and this Union, and to respectfully request your support for ratification.

As you know, our Union is honored to represent approximately 900 dedicated Public Servants employed at the School Department in four separate bargaining units. Our membership has consisted of Teacher Assistants, Bus Monitors, Crossing Guards and the varied professional classifications that make up the B.E.S.T. unit. In meeting the needs of the City and our School District, we have, as an employee initiative, merged our Bus Monitor and Crossing Guard units into a new "Public School Safety Services' Officer Bargaining Unit." Upon your ratification, the bargaining unit will have one contract for all members, provide cost savings to the City and provide a cross trained staff able and committed to meet the needs of temporary absences for all tasks.

I believe, that following your review of the new terms, you will agree with me that our 2011-2015 Union Contracts are progressive and meet the needs of "your workforce" as well as the needs of "your constituents." As in the past, our membership accepted and addressed the concerns of our Capital City. Our Union has a long history of accepting the challenges of the times and working out real solutions. We take this action to

address real issues on a real time basis. Our commitment to the stability of our City is as real as our commitment to the stability and security of our membership and their families. It is our hope and trust that all stakeholders of our City are as sincere in adopting timely solutions as our Union has been.

The membership of Public Employees' Local Union 1033 looks forward to full ratification by the Providence City Council and is most appreciative of the amicable relationship we enjoy with our Capital City's legislative body. Our relationship has been fostered over the last many years by mutual respect, candor, and a genuine concern for the City of Providence and its people. We trust that every member of our City's legislative body will appreciate our efforts and our shared sacrifices.

As with our City contracts, due to the statutory requirements of the Municipal Employees' Arbitration Act, § 28-9.4 RIGL, which limits a Municipal Collective Bargaining Agreement to a three-year period, we are formally presenting to you and seeking your ratification of two (2) agreements covering the time periods July 1, 2011 to June 30, 2012 and July 1, 2012 to June 30, 2015.

Details of the negotiated changes are as follows:

A. Public School Safety Services' Officer Bargaining Unit (PSSSO)

Term - July 1, 2011-June, 30, 2012 AND July 1, 2012-June 30, 2015. State Law forbids a Municipal Employee Collective Bargaining Contract from exceeding three years, so our Agreement is actually two separate Agreements. The first Agreement is retroactive to July 1 and continuing to June 30, 2012 and our second agreement is for a three year period beginning in July, 2012. The changes contained in these Agreements are as follows:

Unification- The Crossing Guard and Bus Monitor Bargaining Units will now be combined and known as the "Public School Safety Services' Officer Bargaining Unit." The bargaining unit will have one contract for all members.

Wages- Following ratification by the City Council, all PSSSOs shall receive the wage rates of the former Bus Monitor bargaining unit, which is a wage reduction for those employees performing crossing guard duties (and everyone will also receive full pay on all holidays);

- Increases: July 1, 2013: 3% and July 1, 2014: 3%
- In the event there is a wage increase afforded to City/School Employees prior to July 1, 2013, all 1033 members shall receive that increase

Health Benefits- Local Union 1033 Health Care Plan -All members will receive the Local Union 1033 Health Care Plan (Healthmate Coast to Coast). An HMO will no longer be mandated on new members. PSD shall provide all employees who regularly work (6 wks. or more) more than twenty hours per week with family insurance coverage. Those working less than twenty hours per week will receive individual coverage.

All PSSSO members may bid and fill by seniority, all future vacancies. Thus, individuals currently working 20 hours or less may seek positions that provide greater than 20 hours of work and Family Healthcare benefits.

In spite of the rising cost of health care, employee contributions for healthcare will NOT increase prior to July 1, 2013 (when membership wages increase).

Jan. 2012- Individual Plan pre-tax co-share of .0145 of base wages (not more than 15% of premium or \$750 annually). Family Plan pre-tax co-share of .0285 of base wages not to exceed 15% of premium or \$1500 annually).

July 1, 2013- June 30, 2015- 15% of negotiated working rate

*Premium/working rate shall not increase by more than 9.5% annually

Retiree Coverage- Retiree healthcare coverage remains unless that employee is eligible for retiree healthcare under another plan, including one's spouse's plan. If coverage is not equivalent in coverage or cost to the PSD plan, the School Department shall have the option of making payment to make cost equal and/or providing coverage to make plans equivalent.

Professional Development- In service training is eliminated. Commencing in the 2011-2012 School Year, PSD shall provide 7 hours of paid professional development.

Vacations, Holidays, Recesses- Everyone shall receive pay for holidays designated in the contract. For holidays that fall during a recess week, employees shall receive an additional paid personal day.

Longevity- Effective January 1, 2012, the longevity supplement shall be reduced by 1%. Eligible employees shall now receive between (3-6%).

Bi-Weekly Payroll- Effective with the payment of the FY12 Longevity Supplement on or before January 15, 2012, all employees will be switched to bi-weekly payroll.

Individuals who do not qualify for longevity may, at the employee's request, receive a no-interest bridge loan. This loan will be paid back in equal deductions from remaining eight biweekly checks.

Union Benefits- Effective December 31, 2011, the School Department agrees to participate in the preferred schedule as codified in the Funding Rehabilitation Plan of the Laborers' International National (Industrial) Pension Fund; securing all existing benefits at the 2008 benefits level! (Pre-2008 monthly maximum benefit at \$46.32 per year of service and 2008 and thereafter at \$25.74, retaining existing payment options and regular retirement age at 62). This provision requires the School Department to increase its contribution by 10% compounded annually.

Prior to January 1, 2012, the City contributed \$11.52 per day for each day each employee covered by the Agreement was paid, to the Union Benefit Trust Funds, with an additional three cents (\$.03) per hour going to the "Rhode Island Public Employees' Training Fund." Effective January 1, 2012 through December 31, 2013, the additional three cents (\$.03) per hour will be suspended.

B. B.E.S.T.

Term - July 1, 2011- June, 30, 2012 AND July 1, 2012- June 30, 2015. State Law forbids a Municipal Employee Collective Bargaining Contract from exceeding three years so our Agreement is actually two separate Agreements. The first Agreement is retroactive to July 1 and continuing to June 30, 2012 and our second Agreement is for a three year period beginning in July, 2012. The changes contained in these Agreements are as follows:

Wages- Effective January 1, 2012, wages for all positions shall be reduced by 1%. Individuals retiring on or before June 30, 2015 shall have said 1% increase included in the computation of their final compensation for purpose of determining retirement allowance.

- In the event there is a wage increase afforded to City/School Employees prior to July 1, 2013, all 1033 members shall receive that increase.
- Effective July 1, 2011 to June 30, 2012, there shall be no annual step increase.
- Increases: July 1, 2013: 3% and July 1, 2014: 3%
- Commencing January 1, 2012 and terminating July 1, 2014, all new employees shall be compensated at a wage rate 15% below bargaining unit member's wages. Wages for said employees shall be increased by 5% each year. This provision shall sunset on July 1, 2014.

Health Benefits- Local Union 1033 Health Care Plan –All members will receive the Local Union 1033 Health Care Plan (Healthmate Coast to Coast). An HMO will no longer be mandated on new members.

In spite of the rising cost of health care, employee contributions for healthcare will NOT increase for employees making less than \$50,000 prior to July 1, 2013 (when membership wages increase).

Effective 30 days after ratification of Agreement- employees with base wages of \$50,000 or above shall co-share in the cost of health insurance through pre-tax weekly payroll deduction of .016 of base wages for individual and .035 of base wages for family plan- not to exceed 16.5% of negotiated working rate or \$750 for individual plan or \$1500 for family plan.

July 1, 2013- employees with base wages of \$50,000 or above shall co-share in the cost of health insurance at 18% of working rate. Employees with base wages of less than \$50,000 shall co-share at 15% of the working rate.

July 1, 2014- employees with base wages of \$50,000 or above shall co-share in the cost of health insurance at 20% of working rate. Employees with base wages of less than \$50,000 shall remain co-sharing at 15% of the working rate.

*Premium/ working rate shall not increase by more than 9.5% annually

Retiree Coverage- Retiree healthcare coverage remains unless that employee is eligible for retiree healthcare under another plan, including one's spouse's plan. If coverage is not equivalent in coverage or cost to the PSD plan, the School Department shall have the option of making payment to make cost equal and/or providing coverage to make plans equivalent.

Professional Development- In service training is eliminated. Commencing in the 2011-2012 School Year, PSD shall provide 7 hours of paid professional development.

Vacations, Holidays, Recesses- For holidays that fall during a recess week, ten month employees shall receive an additional paid personal day.

Longevity- Effective January 1, 2012, the longevity supplement shall be reduced by 1%. Eligible employees shall now receive between (3-6%).

Bi-Weekly Payroll- Effective with the payment of the FY12 Longevity Supplement on or before January 15, 2012, all employees will be switched to bi-weekly payroll.

Individuals who do not qualify for longevity and convert to biweekly payroll for the first time in 2012, may, at the employee's request, receive a no-interest bridge loan. This loan will be paid back in equal deductions from eight biweekly checks.

Union Benefits- Effective December 31, 2011, the School Department agrees to participate in the preferred schedule as codified in the Funding Rehabilitation Plan of the Laborers' International National (Industrial) Pension Fund; securing all existing benefits at the 2008 benefits level! (Pre-2008 monthly maximum benefit at \$46.32 per year of service and 2008 and thereafter at \$25.74, retaining existing payment options and regular retirement age at 62). This provision requires the School Department to increase its contribution by 10% compounded annually.

Prior to January 1, 2012, the City contributed \$11.52 per day for each day each employee covered by the Agreement was paid, to the Union Benefit Trust Funds, with an additional three cents (\$.03) per hour going to the "Rhode Island Public Employees' Training Fund." Effective January 1, 2012 through December 31, 2013, the additional three cents (\$.03) per hour will be suspended.

Occupational/ Physical Therapy Standards Committee- shall be formed and consist of three members appointed by the Union and 3 appointed by the Superintendent. The Committee will be charged with developing and recommending to the parties new protocols relating to the assignments of OTs, PTs and COTAs and mandatory professional development.

C. Teacher Assistant

Term - July 1, 2011- June, 30, 2012 AND July 1, 2012- June 30, 2015. State Law forbids a Municipal Employee Collective Bargaining Contract from exceeding three years so our Agreement is actually two separate Agreements. The first Agreement is retroactive to July 1 and continuing to June 30, 2012 and our second Agreement is for a three year period beginning in July, 2012. The changes contained in these Agreements are as follows:

Wages- Effective January 1, 2012, wages for all TA positions shall be reduced by 1%. Individuals retiring on or before June 30, 2015 shall have said 1% increase included in the computation of their final compensation for purpose of determining retirement allowance.

- In the event there is a wage increase afforded to City/School Employees prior to July 1, 2013, all 1033 members shall receive that increase.
- Effective July 1, 2011 to June 30, 2012, there shall be no annual step increase.
- Increases: July 1, 2013: 3% and July 1, 2014: 3%

Health Benefits- Local Union 1033 Health Care Plan -All members will receive the Local Union 1033 Health Care Plan (Healthmate Coast to Coast). An HMO will no longer be mandated on new members.

In spite of the rising cost of health care, employee contributions for healthcare will NOT increase prior to July 1, 2013 (when the memberships' wages increase).

July 1, 2013- June 30, 2015: Employees shall co-share at 15% of the working rate.

*Premium/ working rate shall not increase by more than 9.5% annually

Retiree Coverage- Retiree healthcare coverage remains unless that employee is eligible for retiree healthcare under another plan, including one's spouse's plan. If coverage is not equivalent in coverage or cost to the PSD plan, the School Department shall have the option of making payment to make cost equal and/or providing coverage to make plans equivalent.

Vacations, Holidays, Recesses- For holidays that fall during a recess week, employees shall receive an additional paid personal day.

Longevity- Effective January 1, 2012, the longevity supplement shall be reduced by 1%. Eligible employees shall now receive between (3-6%).

Bi-Weekly Payroll- Effective with the payment of the FY12 Longevity Supplement on or before January 15, 2012, all employees will be switched to bi-weekly payroll.

Individuals who do not qualify for longevity, may, at the employee's request, receive a no-interest bridge loan. This loan will be paid back in eight equal deductions from biweekly checks.

Union Benefits- Effective December 31, 2011, the School Department agrees to participate in the preferred schedule as codified in the Funding Rehabilitation Plan of the Laborers' International National (Industrial) Pension Fund; securing all existing benefits at the 2008 benefits level! (Pre-2008 monthly maximum benefit at \$46.32 per year of service and 2008 and thereafter at \$25.74, retaining existing payment options and regular retirement age at 62). This provision requires the School Department to increase its contribution by 10% compounded annually.

Prior to January 1, 2012, the City contributed \$11.52 per day for each day each employee covered by the Agreement was paid, to the Union Benefit Trust Funds, with an additional three cents (\$.03) per hour going to the "Rhode Island Public Employees' Training Fund." Effective January 1, 2012 through December 31, 2013, the additional three cents (\$.03) per hour will be suspended.

Sincerely,

A handwritten signature in black ink, appearing to read "Donald S. Iannazzi".

DONALD S. IANNAZZI, ESQ.
Business Manager



Office of the Internal Auditor

June 4, 2012

Honorable John J. Igliazzi,
Chairman Committee on Finance
City of Providence
25 Dorrance Street
Providence, RI 02903

Dear Chairman Igliazzi:

I have reviewed the school department's tentative agreements with Local Union 1033 (B.E.S.T., Teacher Assistants, and Public School Safety Services Officers) for the periods July 1, 2011 through June 30, 2012 and July 1, 2012 through June 30, 2015 independently and with Michael D'Antuono, the school department's Deputy Director of Finance. Upon the completion of my review, I did not find material differences with the projected savings in Mr. D'Antuono's fiscal note.

Below are highlights of the major components contained in these tentative agreements:

➤ Salaries

- One-percent (1.0%) wage reduction (January 1, 2012);
- No step increases provided (Fiscal 2012);
- New hires will be compensated at a wage rate that is fifteen-percent (15%) below the current bargaining unit member's wage (July 1, 2012 – July 1, 2014);
- Three-percent (3.0%) across-the-board wage increase (July 1, 2013); and
- Three-percent (3.0%) across-the-board wage increase (July 1, 2014).

➤ Longevity

- Longevity supplement reduced by 1.0% (January 1, 2012)

➤ Health Benefits

- Employee co-shares increase to 18% of working rate for employees with base wages of \$50,000+ and 15% of working rate for employees with a base wage less than \$50,000 (July 1, 2013); and
- Employee co-shares increase to 20% of working rate for employees with base wages of \$50,000+ (July 1, 2014)

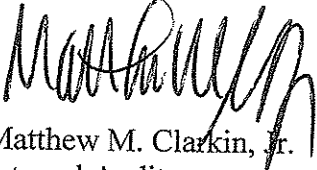
Chairman Igliazzi
June 4, 2012
Page 2 of 2

➤ Laborers' Pension Fund

- The school department will fund the Laborers' International National Pension Fund at a "preferred schedule", which will be a cost of approximately \$170,000 during the period of this agreement.

If you have any questions or concerns regarding these tentative agreements, please feel free to contact me.

Sincerely,



Matthew M. Clarkin, Jr.
Internal Auditor

Cc:

Council President Michael Solomon
Members of Committee on Finance
City Council Members
Michael D'Antuono, Deputy CFO School Department

ANGEL TAVERAS
Mayor

SUSAN F. LUSI, PH.D.
Superintendent



Providence Public School District
Office of Deputy CFO/Controller
797 Westminster Street
Providence, RI 02903-4045
tel. 401.456-9435
fax 401. 456-9252
www.providenceschools.org

February 27, 2012

Honorable John J. Iglizzi
Chairman
Providence City Council
Providence City Hall
Providence, RI 02903

Dear Chairman Iglizzi:

For your consideration is the fiscal note pertaining to the proposed changes to the Local 1033 contracts (BEST, Teacher Assistants, and Public School Safety Services Officer). The City expects to realize approximately \$3.6 million in reduced expenditures for the duration of the contracts. These new contracts cover the period of July 1, 2011 through June 30, 2015. This agreement covers 845 full time members. The substantive changes in the contract can be categorized within the following three areas; wages and other benefits, health benefits and other.

Wages and Other Benefits

- Wages will decrease one percent January 1, 2012 (BEST and Teacher Assistants) and increase 3% on July 1, 2013 and an additional 3% on July 1, 2014 (BEST, Teacher Assistants and PSSSO's). The total net cost is \$612K over 4 years.
- The union has agreed to no step increases in FY 2012. This will save \$338K in FY 2012 and all subsequent years.
- The union has agreed to reduce longevity 1%. The savings for FY 2012 is \$194K and all subsequent years.
- The union has agreed to make reductions in the Rhode Island Employee's Benefit Fund and the 1033 Training Fund. The total projected savings are \$30,000.

Health Benefits

- Effective July 1, 2013, employees with annual base wages of \$50,000 or more shall co-share in the cost of healthcare insurance benefits through pre-tax weekly payroll deduction by the payment of 18% of the negotiated working rate.

An Equal Opportunity Employer. The Providence School Department does not discriminate on the basis of race, age, sex, religion, sexual orientation, gender identity or expression, national origin, color, disability or veteran status. Vision: The Providence Public School District will be a national leader in educating urban youth. Mission: The Providence Public School District will prepare all students to succeed in the nation's colleges and universities, and in their chosen professions.

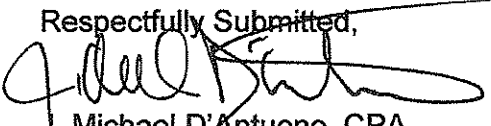
Employees with annual base wages that are less than \$50,000 shall co-share in the cost of healthcare insurance benefits through pre-tax weekly payroll deduction by the payment of 15% of the negotiated working rate. Effective July 1, 2014, employees with annual base wages of \$50,000 or more shall co-share in the cost of healthcare insurance benefits through pre-tax weekly payroll deduction by the payment of 20% of the negotiated working rate. Employees with annual base wages that are less than \$50,000 shall co-share in the cost of healthcare insurance benefits through pre-tax weekly payroll deduction by the payment of 15% of the negotiated working rate. The total projected savings are \$1.6 million.

Other

- Combining the bargaining units of Crossing Guards and Bus Monitors will save \$481K over the term of the contracts (FY12 – FY15).

Thank you for your consideration and should you have any questions please feel free to contact me to discuss.

Respectfully Submitted,


J. Michael D'Antuono, CPA
Deputy Chief Financial Officer/Controller

Four Year Cost of Proposed Agreement with Local 1033

	2012-2015			
	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>
	<u>(11-12)</u>	<u>(12-13)</u>	<u>(13-14)</u>	<u>(14-15)</u>
Longevity Reductions	\$194,316	\$194,316	\$194,316	\$194,316
Wage Reductions 1%	93,134	200,518	200,518	200,518
Step Freeze	338,334	338,334	338,334	338,334
Wage Increase 3%	0	0	(644,931)	(661,720)
RI Public Employee's Benefit Fund	2,941	2,941	0	0
Training Fund Suspension	11,274	11,274	0	0
Medical Co-Shares	1,924	3,848	915,522	646,712
Creation of Public School Service Safety Officer	68,844	137,686	137,686	137,686
One Year Savings	710,767	888,917	1,141,445	855,846
Cumulative Savings		1,599,684	2,741,129	3,596,975
Total Projected Fiscal Note Savings FY 12-15				3,596,975

An Equal Opportunity Employer. The Providence School Department does not discriminate on the basis of race, age, sex, religion, sexual orientation, gender identity or expression, national origin, color, disability or veteran status. Vision: The Providence Public School District will be a national leader in educating urban youth. Mission: The Providence Public School District will prepare all students to succeed in the nation's colleges and universities, and in their chosen professions.