

FAN

Faculty Association Newsletter

Volume 38 • No. 5

MONROE COMMUNITY COLLEGE

April 13, 2005

<http://www.monroecc.edu/go/FA>

BALLOTING*	BALLOTING*
Damon Campus Entrance - 4th Floor	Brighton Campus FA Office 7-205
Wednesday	Tuesday
April 26	April 27
8:30 a.m. - 4:00 p.m.	8:30 a.m. - 4:00 p.m.

NOMINATIONS FOR FACULTY COUNCIL

Term	Office Position	Nominee(s)	Term of Office
2 years	President	• Charlie Clarke	2005-2007
2 years	Vice President	• Taine Vinci	2005-2007
2 years	Teaching Director	• Michael Goho	2005-2007
2 years	Adjunct Director	• Bethany Gizzi	2005-2007
2 years	Institutional Chair	• Jeanne Hinkelman	2005-2007
2 years	Personnel Chair	• Lauren Pivnick	2005-2007
1 year*	Contract Chair	• Paul Wheeler • Joseph McCauley	2005-2006

**Special 1-year term due to Charlie Clarke resigning the position Terms run from July 1 – June 30.*

Nominations for the NYSUT REPRESENTATIVE ASSEMBLY DELEGATES

FOR SPRING, 2006: Angel Andreu, Kathy Baxter, Bethany Gizzi, Ellen Mancuso, Christopher Otero-Piersante, Lauren Pivnick, Randy Rezabek, Judi Salsburg Taylor, Taine Vinci, Scott Vrooman, Paul Wheeler

***Absentee ballots will be available on April 11. Request a ballot by phone (2019) or via Outlook, Sonja Lenhard. Completed ballots must reach the FA Office by April 27, 4 p.m.**

My active involvement in the Faculty Association commenced in 1973. We had just accepted a contract that eliminated salary schedules and proportionate pay for adjunct and overload sections. Although the percentage increases were sizable, the actual dollar increases most dramatically helped those 'faculty' with higher salaries. When I publicly opposed this shortsighted decision, a senior faculty member stated that since they were used to more money, they should get more money. This issue ultimately escalated into my becoming the FA chief negotiator in 1984. I have had the challenging, but welcome opportunity, to negotiate and administer all subsequent contracts. At the time, I only faintly realized the profound effect this decision would have on my career in higher education. As I recently stated to the EDU class, it is important to have a professional vision but also be open and flexible in discerning how that vision can be tailored to the unexpected.

In January, I anticipated that I would negotiate one more contract if the membership put their trust and confidence in me. Running for President had not been part of my private vision. I was sadly surprised when Michael Goho privately shared with me that he wanted a less prominent role in the Faculty Association. I believe he has been a wise and hard working leader who has tirelessly represented all members. Mike encouraged me to run for President and I mindfully accept this opportunity to serve.

I believe MCC is an excellent institution of higher learning because it employs the best professional staff and teaching faculty available. Paired with our indispensable and hard working civil service colleagues, we have offered our shared lives in service to the noble vision of 'access with excellence'. If our faculty is to continue to give fully, generously and with enthusiastic spirit, we must have secure and fair conditions of employment. Management and faculty imagine secure and fair differently. As such management is, at times, our adversary. It is our collective energy, vigilance, and action that potentially steers management and the Board of Trustees in the direction of achieving income, workload, and benefit parity with similar innovative and excellent community colleges. We are clearly not there yet.

The Faculty Association is your agent. Its agency is most effective when the entire faculty are knowledgeable of the complicated issues we are confronted with and willing to speak assertively truth to power. In order to facilitate greater insight and engagement, I am suggesting that the Faculty Association 'By-Laws' be amended to expand Council to 17 members. I propose that we add a 2nd Vice President, a Membership Chair, a Grant's Faculty Chair, a Damon Campus Chair, and an Extension Sites Chair. I would also like the 'By-Laws' amended to include the additional Vice President and Grievance Chair on the Executive Committee of the Faculty Council. These changes would allow Faculty Council to more effectively respond to changes in MCC and would facilitate greater faculty input and involvement.

MCC is a good place to work; but all is not well in the academy. Presidents Spina and Flynn gave their word that the ratio of full-time to adjunct faculty would stay at 70/30 unless the College was confronted with financial exigency. Since President Flynn's inauguration that ratio has been systematically moved to below 65/35. Confidence in management is dependent on the integrity of commitments. I believe this deliberate ratio change diminishes the quality of the institution and must be reversed. In turn classroom space needs to be updated and expanded. Building 9A was planned as temporary space and is deteriorating. Yet a potential field house and the Renaissance Center seem to be occupying Management's capital planning energy. These are variables that influence the offering of enthusiastic service beyond ones obligation. These initiatives may facilitate access but they do not enhance excellence.

There are other issues of potential importance. We hope to clarify and prioritize them in the soon to be distributed FA poll. I encourage all members to diligently engage and return it. We have an opportunity to make MCC a more fair and equitable place to work, which is the bedrock of excellence.

In closing, I thank you for your trust in allowing me to lead the Faculty Association over the next two years.

Candidate for Vice President**Taine Vinci**

I would consider it a privilege to continue to serve as the Vice President of the Faculty Association. I am completing my 1st term and feel I bring a long history of knowledge and experience to the position. I have been a College employee for over 25 years and a member of the Faculty Association since 1981. In the fall of 1999 I was selected to represent the interests of the professional staff as a member of the Labor/Management Committee. I continue to serve in this capacity and have been involved in addressing and resolving numerous contractual issues.

This past year I also represented the professional staff on the Contract Negotiation Team. As you know, we were successful in negotiating a 4-year contract which was overwhelmingly approved by our members. For the past 3 years I have attended the NYSUT Community College Conference and met with many representatives from our sister institutions. Hearing the issues being dealt with on other campuses and reviewing their contracts has given me better insight and knowledge to represent the MCC Faculty Association members.

In April 2003 I attended the NYSUT Representative Assembly with nearly 2000 other delegates. This experience provided me with additional insight into those issues and concerns we need to address as a union on both the state and national level. I believe I am well qualified to fill the position of the Faculty Association Vice President. I ask for your vote of support so that I can continue this important work for all of us.

Candidate for Teaching Director**Mike Goho**

The past 8 years as president of the Faculty Association have been very valuable to me. I've learned a great deal about the needs of our faculty and would like to continue serving the membership as Teaching Director. Serving as Teaching Director will give me the opportunity to assist the newly formed FA Research Committee, as well as a chance to support our incoming president, Charlie Clarke, with contractual issues. Thank you for permitting me to serve you, in a different capacity, for two more years.

Candidate for Adjunct Director**Bethany Gizzi**

I am proud to have served the Faculty Association for the past two terms and I look forward to the opportunity to continue my service as Adjunct Director. During the past few years I have offered my service as a member of the contract negotiating team, as the chair of the FA Membership Committee and recently as a member of the FA Research Committee. I have appreciated the opportunity to learn more about the Faculty Association, our contract, and the interests and concerns of the faculty. I believe that I have been an effective advocate for adjunct and part-time faculty both as a member of Council and of the Contract Negotiating Team. I look forward to the opportunity to continue to devote my time, commitment, and enthusiasm as an effective member of the Faculty Council. Thank you for your support on election day!

Candidate for Personnel Chair**Lauren Pivnick**

I write to you today to ask your support for my re-election to the position of Personnel Chair with the MCC Faculty Association.

Last weekend I was pleased to be among several FA delegates to the NYSUT Representative Assembly where the leadership of retiring NYSUT president Tom Hobart was celebrated. Thousands were in attendance, and in addition to honoring President Hobart, the lively program addressed a wide range of issues of concern to public educators, from standardized testing to funding for higher education. Elected leaders including Senators Schumer and Clinton, and New York State Attorney General Eliot Spitzer promised their continued support for public education at all levels, and their commitment to preserving worker rights currently under attack. The gathering confirmed my belief that we are fortunate to be affiliated with one of the largest and most powerful unions in the state.

In addition to my activities with the Faculty Association, since 1998 I have served as a member of the Executive Board of the Rochester Labor Council. This role allows me to stay connected with the labor community in our area and to understand our union's position within that context. The Labor Council continues to support the election of pro-

labor candidates to public office, to support union organizing campaigns (especially in the growing service sector), and to educate the community about labor issues through events such as the Labor Day Parade and Labor Film Series. I am proud to represent the MCC Faculty Association in this organization.

With each year I serve on the Faculty Council I gain more insight about the contract, the negotiation and grievance processes, and the needs of the various constituencies within our membership. Should I be re-elected to the position of Personnel Chair, I will continue to offer my assistance regarding questions pertaining to the contract, the union, and the labor movement, and to represent your interests as the Faculty Association carries out its work. I look forward to working on your behalf in the coming years.

Candidate for Contract Chair **Paul Wheeler**

As an active member of the Faculty Association here at MCC and member of last years FA Contract Negotiating Team, I am interested in serving as the Contract Chair for the next year and hopefully beyond. If elected to this position, I would advocate strongly on your behalf regarding issues of concern.

For the last several years I have participated in NYSUT's annual SUNY Lobby Day in Albany, helping to represent Monroe Community College on behalf of the FA and to articulate the needs of the College as we see them. As always, this allows us to reinforce our strong position(s) with our legislative representatives regarding what fine programs we have to offer here at MCC and how important it is for them to support us during the budget process.

As part of the Professional Staff and one that is fortunate to be in the position that allows me to work with almost the entire college community-mostly behind the scenes-I can offer a balanced approach to the overall needs of our FA membership.

I would appreciate any support you can give in the upcoming election.

Candidate for Contract Chair **Joseph McCauley**

The Faculty Association is critical to defining the relationship between Monroe Community College Administration and the membership of the Faculty Association. In the Faculty Association (FA) the position of Contract Chair is significant in defining, interpreting and applying the FA contract to our everyday teaching and working lives.

First and foremost I believe the Contract Chair should listen to you the members of the FA. The most important part of being the Contract Chair is taking the time to learn and understand your concerns. If I am elected to represent you I will make every effort to learn and understand your positions on the contract. Empowered with that information I will make every effort possible to carry your views forward to both the faculty council and to the administration.

My background provides me with in-depth experience understanding contracts and contract law. As an attorney and a CPA, I have learned through experience how to read, interpret and define what a contract means. Further, I have worked as an advocate representing parties to various contracts over many years. Additionally, I have spent my 18 years here at MCC teaching Business Law among other subjects. Thus, every semester I spend at least 8 weeks covering contract law for our students. My experience will be invaluable as an advocate for you.

During my career at MCC I have been fortunate to work for my department for 10 years as a faculty senator. Through my participation as a senator I have served as chair of the Faculty Senate Curriculum Committee and SCAA. Additionally, for the last ten years I have been privileged to be the faculty advisor to the Monroe Community College Student Government Association. My involvement has allowed me to develop positive relationships with both administration and faculty. Also, being active has helped me develop the leadership and negotiating skills necessary to take on the role of Contract Chair. Working on the curriculum committee gave me the opportunity to work with innovative MCC faculty who develop new courses and programs. Curriculum Chair service also made me keenly aware of the continually changing nature of the courses we offer to students serving as chair

of SCAA, I have had the opportunity to negotiate with both faculty and administration on various issues regarding changing administrative structure and hiring new administrators. As Faculty Advisor to the Student Government Association I have had the opportunity to help students develop the skills necessary to positively resolve various disputes. Also, being involved with Student Government Association has kept me in touch with students and their attitudes. All of these experiences have given me the opportunity to work as a leader and a problem solver.

I enjoy being an active and involved member of the college community. My involvement has allowed me to meet and make friends with folks from across the college. Now I am seeking to continue to be an active member of the college community by taking on the new challenge of serving as Contract Chair.

Thus, I respectfully ask for your vote for the position of Contract Chair for the Monroe Community College Faculty Association.

Candidate for Institutional Chair

Jeanne Hinkelman

I am pleased to have been nominated to run as a candidate for election to the position of Institutional Chair. I currently serve as Assistant Director/ Assistant Professor of Counseling and Advising. Although I am a relatively new faculty member at the College, I am a graduate of MCC and would be proud to serve my colleagues and my Alma Mater by serving in this position. Due to my roles and responsibilities in advisement and counseling as well as my other professional commitments, I believe I am in a unique position to serve effectively as Institutional Chair and to represent the breadth of the College. I have quickly learned about the organization and structure of the College and its various campuses from a faculty perspective through my regular work with colleagues from numerous departments.

I currently serve on a number of College-wide committees and in a number of College-wide roles. For example, I coordinate the College's Placement Testing Program and I am the Chair of the Placement Testing Committee. I am the Sub-module

Leader for Placement Testing on the College-wide Banner Conversion Project. I am also a member of the Personal Health & Safety Committee and I co-coordinate career assessment resources utilized College-wide. In these roles, I have regular contact with representatives from both the Brighton and Damon campuses, coming from a wide variety of academic departments as well as other administrative offices of the College. I also serve as Liaison to Housing and Residence Life and I work closely with a number of departments and offices in this role. In addition, I work with colleagues from a wide variety of departments on projects related to recruitment, student services, and retention.

I have over ten years of college/university teaching experience and my most recent teaching experience was as a faculty member at the University of Tulsa, where I was employed for six years before coming to MCC. I also have had the unique opportunity of being able to "reconnect" with faculty and staff at MCC who I knew from taking courses and working as a Student Aid back when I myself was an MCC student. These faculty and staff members have been gracious enough to introduce me to other employees of the College and this has added to the rapidity and ease with which I have been able to get to know the current MCC faculty and issues affecting them.

In terms of my general approach to things, I think those of you who have already worked with me would clearly say that I am a "doer," and not just a "talker". I take my commitments seriously and follow through on tasks. I am energetic, take initiative, and am not afraid to take on leadership roles. I believe I am well qualified to fill the position of the Faculty Association Institutional Chair. Thank you for considering my candidacy.

Don't Return from Vacation to a Nightmare!

Whoever coined the phrase "you can't take it with you" may have been contemplating a vacation. Picture this: you've worked hard all year, and you're finally ready to take a well-deserved vacation. You think you have everything covered: tickets in hand, reservations made, luggage packed. So far, so good. But have you given any thought to safeguarding your property while off enjoying this well-deserved vacation?



According to the Insurance Information Institute, property burglary costs consumers more than three billion dollars annually, with the average loss to consumers per burglary estimated at \$1,500. As alarming as these numbers are, a few simple precautions could ensure that the only person entering your house while you're away is the person you've entrusted to pick up your mail.

"There are simple steps that you can take to prevent your property from being a target," says Chris Cawley, MetLife Auto & Home's chief claim officer and Senior Vice-President of Customer Service. "Research shows that if it takes more than four or five minutes to break into a house, a burglar will go elsewhere."

Some important precautions to consider:

- While traveling, **have your lawn mowed or walks/driveway cleared of snow while you are away.** An unkempt lawn or a snowed-in look is a sure sign that nobody's home.
- **Don't hide keys in secret places outside your home.** Burglars know where to look. Instead, leave a duplicate with a neighbor, at your office, or with a relative.
- **Invest in a burglar alarm.** The most effective ones notify an outside service.
- **Install good quality deadbolt locks on all exterior doors and any doors from attached garages.** When you leave your house or retire for the evening, make sure you lock your doors.
- **Move your computers and stereo systems out of view from windows and doors.** Expensive equipment in full view makes your property an open invitation for criminals.

Experts suggest taking an inventory of your valuables as an important proactive measure, in the event that the worst does occur. "Having an inventory on hand has been proven to be helpful in the event of a theft," says Cawley. "Without an inventory, people often don't realize something's missing until days or weeks later, and at this point, the trail is colder. Inventories help to ensure that recovered valuables make it back where they belong."

As a NYSUT member or agency fee payer, you have access to NYSUT Benefit Trust-endorsed MetLife Auto & Home, one of the nation's leading personal lines property and casualty insurance companies with more than 2.7 million policies in force.

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* Home insurance is available in most states to those who qualify.

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