

FAN

Faculty Association Newsletter

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MONROE COMMUNITY COLLEGE

April 10, 2006

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

President's Corner

Charlie Clarke, FA President



The tree buds are swelling, the crocuses are flowering and on several splendid sunny days colleagues have greeted me with the observation that spring is really here. Like spring, MCC is a buzz with activity. Advisement and registration for summer and fall is in full throttle. These normal activities are occurring while teaching faculty, professional staff and students are engaging the challenges of learning 'Banner self serve'. We remind ourselves that change is inevitable as we grieve the loss of customized and familiar SIS+. We hope that the pain of the learning curve and the surge in workload will pass leaving us with engaging and comfortable new possibilities. I encourage us to

be patient in this period of transition to a new data management system.

Yet, we remind management that these new technologies add time and work to our already busy schedules while we encourage the College to improve terms and conditions of our employment and, in turn, the College points out how good we really have it. This conversation is an enduring and, at times, contentious dance. It is a dance because we share a common quest of access with excellence.

Additionally, we continue to stress upon the Board of Trustees and the County, State and Federal governments that community colleges need to be adequately funded. This is a significant part of why we are intimately affiliated with NYSUT (525,000 members), AFT (1.3 million members), and the AFL-CIO (9 million members) Unions provide workers with a voice about safety, security, pay, benefits. State and national unions give working people a voice in government. Ellen Mancuso, FA Legislative Chair, Paul Wheeler and Bill Drumright recently returned from 2 days of lobbying in Albany for higher education funding. The FA is a member of the Rochester Labor Council with Lauren Pivnick, FA Personnel Chair and Jon Garlock, a retired lifetime member of the FA sitting on the executive body of Labor Council. All of these relationships are meant not only to improve the wages, benefits and working conditions of our members, but to set a tone and a benchmark for the conditions of labor in non-unionized work environments. We speak for labor that can not speak for itself.

What can you do? Attend FA meetings; ask questions; learn your FA contract; mindfully read FAN; and VOTE in the Faculty Council elections on April 25th and 26th. Even though all, but one council election is uncontested, voting is important. It is an act of solidarity. It is an act of affirming your commitment to our mission. It is an opportunity to say hello and offer perspective.

(continued on page 2)

Charlie Clarke, President; **Taine Vinci**, Vice President; **Scott Vrooman**, Secretary; **Chris Otero-Piersante**, Treasurer; **Michael Goho**, Teaching Director; **Tim Tatakis**, Teaching Director; **Randy Rezabek**, Professional Staff Director, **Paul Wheeler**, Professional Staff Director; **Bethany Gizzi**, Membership Chair; **Patricia Dano**, Adjunct Chair; **Angel Andreu**, Grievance Chair; **Joe McCauley**, Contract Chair; **Ellen Mancuso**, Legislative Chair; **Lauren Pivnick**, Benefits Chair; **Jeanne Hinkelman**, Institutional Chair; **Kathy Baxter**, Damon Campus and Site Extension Director

President's Corner...*(Continued from page 1)*

Finally, on a more serious note, as this FAN comes out you may well see a labor protest at MCC on Monday, April 10. Our local organized labor community is profoundly disappointed that MCC's President and Board of Trustees are not committed

to honoring the principle of paying prevailing state wages to local labor in their guiding relationship to the MCC Association's plan to build additional 'residence halls'. Several members of Faculty Council will walk in solidarity with our fellow laborers.

BALLOTING*	BALLOTING*
Damon Campus 4 th Floor Entrance	Brighton Campus FA Office 7-205
Tuesday	Wednesday
April 25	April 26
8:30a.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	Treasurer	• Christopher Otero-Piersante	2006-2008
2 Years	Professional Staff Dir.	• Randy Rezabek	2006-2008
2 Years	Secretary	• Patricia Kress	2006-2008
2 Years	Legislative Chair	• Ellen Mancuso	2006-2008
2 Years	Grievance Chair	• Angel Andreu	2006-2008
2 Years	Membership Chair	• Bethany Gizzi	2006-2008
2 Year	Contract Chair	• Joseph McCauley	2006-2008
2 Years	Teaching Director	• Tim Tatakis	2006-2008
*1 Year	Institutional Chair (Special 1 year Term)	• Christine Casalinuovo-Adams	2006-2007
*1 Year	Professional Staff Dir. (Special 1 Year Term)	• Paul Wheeler • Ted Ciambor	2006-2007
*1 Year	Adjunct Director (Special 1 Year Term)	• Patricia Dano	2006-2007
*1 Year	Damon/Site Director (Special 1 Year Term)	• Kathy Baxter	2006-2007

Terms run from July 1 – June 30.

Nominations for the NYSUT REPRESENTATIVE ASSEMBLY DLEGATES FOR SPRING, 2007: Angel Andreu, Kathy Baxter, Bethany Gizzi, Ellen Mancuso, Christopher Otero-Piersante, Lauren Pivnick, Randy Rezabek, Judi Salsburg Taylor, Taine Vinci, Paul Wheeler, Bill Drumright

***Absentee ballots will be available on April 10th. Request a ballot by phone (2019) or via Outlook, Sonja Lenhard. Completed ballots must reach the FA Office by April 26, 4 p.m.**

Candidate for Secretary**Pat Kress**

I am writing to ask for your support for my election to the position of Secretary to the Faculty Council. I would consider it a privilege to serve the Faculty Association in this capacity. I see this as an excellent opportunity to enhance and expand my knowledge and experience with the Faculty Association, and as a chance to assist and support the Council in their activities. I recently became more active in the Faculty Association, attending the NYSUT conference in Saratoga Spring last fall. I am hopeful that this involvement will continue to grow and lead to other avenues where I can make a lasting and meaningful contribution. I believe I have the skills necessary to fulfill the obligations of this position.

Thus I respectfully ask for your vote for the position of Secretary of the Faculty Council. Thank you for considering my candidacy on election day.

Candidate for Treasurer**Christopher Otero-Piersante**

There is nothing fancy about my request that you vote for me again as the Faculty Association Treasurer. As far as I know, no one else has sent forth a nomination, and, perhaps, I understand why: Their hearts are much too weak to experience the genuine thrill, passion, and excitement, of data entry, account balancing, check signing, and expense reporting! Trust that my heart leaps every time I sit down to work on figures.

With all humor aside and all respect forward, I hope to begin my second, full term as treasurer with a majority vote.

The leading theme of my next term will focus on how the FA's budget compares to other NYSUT community colleges'. Like you, I'm interested in topics such as how they create their dues structure, what they plan for annually, how much they spend on arbitrations, and how much remains in their fund balances. With the support from your FA president, I would like to lead this charge at an upcoming NYSUT community college conference and/or possibly a meeting at NYSUT headquarters.

These engagements will be built upon the confidence I have gained during this current term. Over the last two years, I have moved the FA finances into Quicken to make reporting easier and to initiate steps toward online banking. I also provided the membership with annual budget summaries and given the Council a thorough mid-year budget report. I have also assisted with the gathering of records in preparation for audits.

In addition to providing input into reasonable spending of dues, I have also supported capital and office equipment updates for your FA staff, helped coordinate events like the Labor Day parade, and aided in the proposal and passing of revised FA bylaws. My participation as treasurer and Council member has extended into appointments to the FA Executive and Labor Management committees.

I hope you will vote for me on election day, and I especially hope for a very pleasant ending of your academic year.

Candidate for Teaching Director**Tim Tatakis**

I began serving on Faculty Council during the fall, 2005 semester in an interim, one year appointment. In the short time I have been on the Council, I have learned quite a bit – although the learning process is certainly not complete. I am asking for your vote of support for a 2-year term in the Teaching Director position on the Faculty Council. My participation in the interim position on the Faculty Council has convinced me that I can bring perspectives and ideas to the Faculty Council over the next two years. These perspectives and ideas may come from both my own 17 years of experience as a teaching faculty member at MCC and from the membership. Admittedly, I have only recently become actively involved with the Faculty Association. However, other positions and roles I have had at MCC, such as Department Chairperson and Faculty Senate Representative, have given me experience in serving as a liaison between groups and effectively giving consideration to the perspectives and thoughts of others. Thank you for your support.

(continued on page 4)

Candidate for Professional Staff Director
Randy Rezabek

Over the past few years I have represented professional staff on the FA Faculty Council and also am currently participating in the Labor/Management committee. The FA has worked hard to clarify a number of issues affecting professional staff, including overtime/flex time provisions of the contract. As Coordinator for Instructional Design, for the past eight years, I have worked with faculty to help build our distance learning program and have had the opportunity to witness, first hand, the challenge of integrating technology with teaching and experiencing this challenge from the perspective of both faculty and professional staff. This experience has given me a broad view of MCC and I hope to have the opportunity to continue representing the professional staff.

Candidate for Professional Staff Director
Paul Wheeler

I currently hold the position of Professional Staff Director on the Faculty Council having been appointed to that position earlier in the academic year. I'm proud of the work we've been able to accomplish this year, both in Faculty Council and at Labor Management; especially on the issue of over time/flex time for members of the professional staff working beyond the normal work day/week. Additionally, I continue working to achieve a greater understanding of how our union can work best to the benefit of all our members. To achieve this goal, I participate/have participated in the following activities:

- Graduated from the NYSUT Leadership Institute at the Cornell Industrial/Labor Relations School.
- Presently working on an initiative to create a mediation program to assist the FA membership.
- Continued participation in lobbying activities in Albany each year on SUNY/NYSUT Higher Education Day to increase state aid to community colleges.
- Continued participation in the Legislatives Breakfasts held locally to inform legislators of issues pertaining to labor and higher education.
- Served as a member of the FA Negotiating Team in 2003 and 2004.

- Presently serving as a member of the Labor/Management in 2006. Also served in 2003.
 - Have attended numerous NYSUT Community College Conferences and workshops.
- I'm committed to representing our professional staff and faculty members and to listening and reacting to your concerns. I am asking for your support so I can continue to work on behalf of the members in this vibrant, and somewhat challenging, college community.

Candidate for Professional Staff Director
Ted Ciambor

In volunteering to run for Professional Staff Director (special 1 year term) my intent is to represent the interests of the Professional Staff to the Faculty Association (FA) and to support the union in its efforts to represent the interests of all faculty with the college.

I believe it is important to offer service and attempt new initiatives to promote personal and professional growth and to move the larger institution toward future success. Having worked in the Libraries here at MCC for nearly seven years and having served on department, divisional and college-wide committees, I now hope to bring these experiences to a new role in service to the union and its constituents.

The Faculty Association plays an integral role in the support and representation of the faculty and staff of this institution. As an instrument of the people who work for the betterment of the college, it serves a purpose vital to the success of MCC. It would be a privilege to serve the faculty at MCC and an honor to win the support of my colleagues in this endeavor.

Candidate for Adjunct Director
Patricia Dano

I have been employed at M.C.C. for over thirty-five years and have been an adjunct instructor since 1998. My longevity at M.C.C. has provided me the experience of working with faculty, staff, administrators, and students and has given me with a better understanding of the diverse groups of employees working at MCC.

(continued on page 5)

During the past six months, I have had the pleasure of serving as interim Adjunct Director of the Faculty Association. This position has provided an opportunity to learn more about the Faculty Association and the contract. While still growing in this position, union activity is not foreign to me. I have spent over twenty-nine years involved with C.S.E.A. at various levels of leadership including my service as president of the MCC C.S.E.A. My previous C.S.E.A. experience at the County level has included service as second and third vice president and several terms on the negotiating team. I continue to believe that participation in the union and its goals is vital to the faculty and staff at MCC and to the success of the College.

I am eager to continue working and representing the adjunct faculty. I would appreciate your support in the upcoming election.

Candidate for Grievance Chair

Angel Andreu

Dear Colleagues,

I am interested in serving you for a third term as the Grievance Chair. In this service I see it as my duty to be an advocate for you. As for any position, there are qualities that are needed for the position and qualities that a candidate brings to the position. The qualities needed for Grievance Chair and the qualities that I bring are:

- a commitment to resolving issues in a manner consistent with Faculty Association's protocols
- fairness to all personnel represented by the Faculty Association
- objectivity, patience, and perseverance

Aside from the responsibilities of being the Grievance Chair, I also have the commitment to be on Faculty Council. The primary responsibility of the Faculty Council is to carry on the general business of the Faculty Association, which in turn is carrying on your business.

I had the privilege of serving you and the Faculty Association for two years and now I am asking for the privilege of serving you again as your Grievance Chair and Faculty Council member.

Candidate for Contract Chair

Joseph McCauley

As I have worked through my first year as Contract Chair learning has been a critical part of my participation. The knowledge gained from my experience opens the door for me to work more effectively as your Contract Chair. As the Faculty Association moves forward in preparing for the next round of contract negotiations we will need to work together to ensure the Faculty Association brings forward the issues you care about. I will work hard to understand your issues through: careful review and analysis of the member survey and listening to your individual concerns. I would encourage each and every member to seek me out or to talk with any Faculty Council representative to raise your issues and concerns.

In seeking to serve as your Contract Chair, I want to make it clear I understand my role is to work for your best interests. With that understanding in mind I ask for your support.

Candidate for Legislative Chair

Ellen Mancuso

I have been an active member of the Faculty Association for the past 16 years and as Legislative chair, I work with NYSUT to inform our legislators on higher education issues. By lobbying in Albany with higher education representatives from across the state and with local school district representatives, I work to send a message on how important higher education is to the welfare of our state. I've coordinated the MCC contingency for NYSUT's Higher Education Day and for the local Monroe County Federation of Teachers Legislative Breakfast. My experiences have blended nicely and allowed me to establish a network of contacts with the local political action committee, with UUP representatives at other SUNY colleges, and with other NYSUT community college activists throughout the state. I consider it a privilege to represent the Faculty Association and my responsibility to seek funding for higher education.

I am now asking you to continue to support me in this role as legislative chair. I will continue to promote the higher education agenda and lobby on behalf of the college. I am also committed to

(continued on page 6)

representing the interests of the faculty and the professional staff on Faculty Council. I hope you will support my candidacy.

Candidate for Institutional Chair

Christine Casalnuovo-Adams

I enthusiastically accept the nomination for election to the position of Institutional Chair for the MCC Faculty Association. I would be honored to serve the college community in this capacity.

I have been employed in the Admissions Office at MCC, first as a counselor and now as Assistant Director, since 2000. I have been fortunate to be able to work with outstanding faculty, staff and students. In my position at the college, I have been a member of the Teacher Prep Advisory Council, Middle States Standard 4 and 5, and Strategic Planning. I thrive on participation in college wide initiatives that are dedicated to the success of MCC. Previously to MCC, I was employed at SUNY Brockport for four years, and prior to that, Bryant and Stratton.

I look forward to this opportunity to serve you. Thank you for your consideration.

Candidate for Damon/Site Director

Kathy Baxter

I am requesting your support to continue serving as the Damon Campus and Extension Sites Director of the FA Faculty Council. Since having been appointed last year, I have enjoyed sitting down with new and current members at the Applied Technology Center, the Public Safety Training Center and Damon Campus to consider issues, discuss concerns, and to learn more about the needs of the constituency. I consider it a privilege to serve our membership and look forward to continuing in this role.

While this is a new position for me, I have enjoyed being the contact person for the recruitment of poll watchers on the Damon City Campus for the past five years, as well as being part of the NYSUT Conference attendees representing our local chapter. I take every opportunity to learn more about our union and am honored to pass along information to you. Researching your questions and being able to respond with an answer or finding the correct referral or contact is very satisfying and rewarding for me.

I would ask that you support me with your vote and in return I will continue to serve with an earnest commitment and enthusiasm. Thank you.

Poll Watchers Needed

Poll watchers are needed for Faculty Council Elections on April 26th at Brighton. The times available include: 8:30-9:00, 10:00-10:30 and 12:30-1:00. Please contact Sonja Lenhard at x2019 if you can assist.

Absentee Ballots are Available

Absentee ballots will be available April 10th if you will not be on campus for the Faculty Council elections on April 25th or April 26th. Please contact Sonja Lenhard at x2019 to request a ballot.