

FAN

Faculty Association Newsletter

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MONROE COMMUNITY COLLEGE

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



President's Corner

Charlie Clarke, FA President

As we enter the 10th week of the semester, the 2006-2007 academic year is in full swing. Banner is in its first full year of implementation and many of our professional staff are busy fixing the problems while we diligently strive to master it. In some cases, this additional work on Banner will require longer work days. Professional staff should be aware that if asked to work beyond the normal workday/workweek they should record these hours and work with their supervisor to schedule the flex time off. In cases where flex time is not possible, compensation for the hours would be paid. (Article 45, Section H.—See the text box in this issue of FAN regarding downloading the appropriate forms.)

The final SUNY census figures are in, and academic departments are converting students enrolled and attending beyond the maximum course class size into workload credit and professional development funds. These extra students are the primary source of support for professional development at MCC. All faculty should be aware of the professional development funds available to their departments this year and should feel free to make requests to support their individual plans for development.

Departmental evaluation processes are in full swing. This is particularly intense for those 200+ faculty who are still in their 5 year probationary period. This is often a period of vigilant unease. Although most faculty will be renewed, faculty on 10 month appointments should be aware that the deadline for notification of non-renewal is December 31st. For those on 12 month appointments it is February 28th. We have a notification process where no news is good news, therefore, if you haven't heard by December 31 or February 28, you've been renewed.

This is also the period in which promotion requests are being mindfully deliberated and recommendations developed at the departmental level. These recommendations will be evaluated over the next three months by Deans, Vice Presidents, and the President and those promoted will be affirmed at a Board of Trustees meeting in March.

November is also the period of open enrollment for selecting our health care programs. You should be aware that we have a contractual right to a maximum defined college contribution to support our health care programs. The maximum contribution by the College is \$5,366 for single coverage; \$11,147 for sponsor coverage; and \$11,515 for a family plan. The health care program that you select will vary in benefits and in cost. You must be mindful of your individual and family needs and budget. Higher co-pay programs are typically cheaper. You can

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Charlie Clarke, President; **Taine Vinci**, Vice President; **Patricia Kress**, Secretary; **Christopher Otero-Piersante**, Treasurer; **Mike Goho**, Teaching Director; **Tim Tatakis**, Teaching Director; **Randy Rezabek**, Professional Staff Director; **Paul Wheeler**, Professional Staff Director; **Patricia Dano**, Adjunct Director; **Angel Andreu**, Grievance Chair; **Joseph McCauley**, Contract Chair; **Ellen Mancuso**, Legislative Chair; **Lauren Pivnick**, Benefits Chair; **Christine Casalnuovo-Adams**, Institutional Chair; **Bethany Gizzi**, Membership Chair; **Kathy Baxter**, Damon/Site Director

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

select a plan that involves no contribution by you as an employee or select a plan that involves a substantial employee contribution. The plan rates have increased substantially (e.g. Blue Choice Family is up 15%) this year and it may be in your interest to change plans. You should also be aware that the employee contribution will be applied in pretax dollars by the College, therefore reducing your tax liability.

In turn, you should be anticipating what additional out-of-pocket health care costs you will incur. This cost can be paid in pretax dollars if you set aside that amount in your flexible spending account for the 2007 year.

Finally, although retirement is many years off for most, this is the time of the year where you decide how much money you want to put into your 2007 tax deferred annuity election. Remember, early tax deferred contributions have made many a college professional a millionaire at 65! During this busy period of time, I'd advise you to pay close attention to the HR deadlines that impact your benefit choices and perhaps your future plans!

Feel free to contact the FA Office if you have questions.

FA Holiday Party

Save the date and join your colleagues and friends for an evening of fun at the FA Holiday Party on December 1st at the Burgundy Basin Inn.

The evening will include:
Appetizers • Dinner • Music and Dancing
Door Prizes • Cash Bar

Tickets are now available at \$15 per person at the FA Office (7-205) and from the following individuals:

Kathy Baxter (Damon)
&
Bethany Gizzi (Brighton)

Too busy to stop by?
Call the FA at 2019 for mail tickets!

Recently Published Faculty Advisement Brochure

Christopher Otero-Piersante, FA Treasurer/Executive Committee

In September, teaching faculty received a newly created brochure entitled, "Faculty Advisement," to help clarify contractual obligations listed in Article 47. Subsequently, the FA has received inquiries with the questions generally asking "Why now? What now?"

The brochure was born out of Fall 2005 Faculty Council "member concerns" discussions related to how Banner training would be accounted for in Annual Faculty Activity Reports (AFDR) and the varieties of ways faculty fulfill and report their advisement activities.



Because of the complexity of the topic, it was then proposed and accepted that a spring 2006 Labor Management sub-committee be formed to:

- Summarize content of official college documents, dating as early as 1983 and collected by the FA office;
- Update language to reflect current college functions;
- Clarify activities already deemed as academic advisement;
- Specify methods to report advisement activities for purposes of accountability;
- Create an accessible brochure for distribution in fall 2006.

Labor Management appointed a well-rounded subcommittee. Taine Vinci, your FA vice-president, brought her expertise as the Asst. Director of Counseling and Advising. Bethany Gizzi, your Membership Chair, reflected interests of recent hires. Christopher Otero-Piersante, your Treasurer,

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Advisement Brochure...*(Cont. from page 2)*

helped to investigate liberal arts and career program advisement participation. Karen Petote, a President's Office intern, sought and delivered the counsel of Diane Cecero and Janet Glocker. She also assisted in creating and distributing the published brochure.

A very positive outcome of the brochure is that it articulates the departments' primary responsibility to provide opportunities for faculty to meet with students, in addition to college-wide advisement activities. This permits departments to meaningfully address the needs of their students, as well as best match faculty skills when reaching out to those students.

Another is that it reinforces a clearer and consistent level of accountability—that the first 30 hours of advisement, as required in Article 54, can be recorded in a summative fashion (rather than an overbearing, itemized list) within the AFDR under "Service to Students."

Also, the brochure is time-stamped, so that as college and departmental needs change with regard to advisement, so too can the document, within the joint forum of Labor Management.

If you would like to pick up a copy of the brochure, feel free to stop by the FA Offices on the Brighton Campus (7-205) or request one by phone or email.

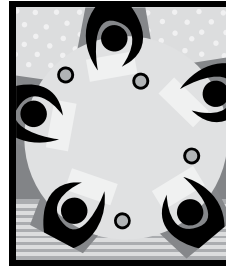
ATTENTION ALL MEMBERS

Human Resources recently distributed the 2007 Flexible Spending Enrollment Form and the 2007 Tax Deferred Annuity – Salary Reduction Agreement (for both the deadline is 11/22/06). The FA has detailed information regarding the benefits of using the Flexible Spending option on our website: www.monroecc.edu/go/fa. Select "Your FA Contract" – Understanding Article 25 – Flexible Spending

The FA Mediation Project Ready to Work

Marlene Goho, Administrative Director, FA &

Patricia Kress, Psychology Department/FA Mediation Chair



Since August, when eighteen faculty completed training at the Cornell ILR School in Rochester, plans have been on-going to move the FA Mediation Project along to the membership. The Mediation Project Chair, Patricia Kress, has been meeting with the Mediation Committee (Paul Wheeler, Marlene Goho) and the trained mediators to create procedures for the operation of the project. The primary goal of the Mediation Project continues to be providing an option for members experiencing member-to-member conflict. The mediators would assist members in developing their own mutually agreeable solutions....

The development of procedures resulted from committee discussion and helpful guidance from the mediators themselves. For example, the subject of mediating disputes involving students. From the onset of the project, we agreed our mediation services would not be available to students. We recently reaffirmed this—after receiving an inquiry about our willingness to assist a group of students in crisis.

Another area of discussion surrounded conflicts involving our members and our civil service staff colleagues. Many of us work closely with our civil service colleagues—so we agreed to include disputes which arise between FA members and civil service staff members, providing parties voluntarily come forward.

Another area of discussion included contractual matters. How would issues involving the contract be handled? Our procedures call for the Project Chair to complete a brief intake evaluation. With assistance from the FA President and/or other officers and staff, a determination could be made on nature of the issue.

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Mediation Project...*(Cont. from page 3)*

It's also possible that what looks like a potential conflict might not be—and would best be handled by the FA and/or College administration. Examples of these issues would include discipline, sexual harassment, and other serious matters. It's safe to say matters would be handled and discerned on a case-by-case basis.

Within the next couple of weeks, you'll be receiving our informational brochure. Distribution will be made to all members of the FA unit and administrative offices. Additionally, departments will be contacted regarding an opportunity to learn more about the Project through a 15-minute power-point presentation made by one of the faculty mediators. It'll be a chance to ask questions and to become acquainted with this new project. The mediators are looking forward to working with the membership and to making the FA project a positive and continuing investment for the betterment of MCC.

Questions about the Project can be directed to Patricia Kress (Psychology Department/Damon x1526), Paul Wheeler (Purchasing, x 2821) or Marlene Goho (FA Office, x2528)

ATTENTION PROFESSIONAL STAFF

Article 45, Section H. Flex Time for Professional Staff

When you are required to work beyond the normal workday/workweek, your supervisor will authorize flex time; or if flex time isn't an option, compensation.

The forms for Professional Staff Flex or Compensation can be found on the MCC website: www.monroecc.edu
Employees – Employee Resources – Forms/
Publications - HR –
Flex time: Professional staff

“Unintentional Intolerance, What Nice People Need to Know”



***Dr. Steve L. Robbins,
Professor, writer and
consultant, to present
at the Dr. Alice Holloway
Young Diversity Series in
December***

Note: Article courtesy of the MCC Public Affairs Office. The MCC Faculty Association supports this important discussion on tolerance.

The vast majority of people have a sincere and honest disgust toward prejudices that are based on superficial factors. Most people perceive themselves as “nice” people. But what if “nice” people are intolerant of and exclude others solely on the basis of non-substantive factors – and they didn't know it?

Says professor, writer and consultant Steve L. Robbins, Ph.D., “Unintentional intolerance is as real as the consequences it heaps on those at the receiving end of such intolerance.”

All faculty, staff and students are invited to learn about “Unintentional Intolerance, What Nice People Need to Know” from Dr. Robbins during College Hour, Noon on Wednesday, December 6, in the Warshof Conference Center, R. Thomas Flynn Campus Center, Monroe A/B.

The event is part of the Alice Holloway Young, Ed.D. Diversity Series and sponsored by MCC's Diversity Council. The series recognizes the pioneering spirit and outstanding leadership of Dr. Young, a leading Rochester educator, and founding trustee and board chair emerita of Monroe Community College.

During his interactive keynote presentation, Dr. Robbins – who is the director of the Diversity

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Diversity Lecture...(Cont. from page 4)

and Inclusion Fellows Institute at Michigan State University – will underscore the message that when it comes to diversity and inclusion “we are in this boat together.” He has found that his unique approach challenges and inspires audiences to rethink their own realities and the realities of others. His humorous style, stories and examples bring a fresh and insightful perspective to the sometimes-dreaded subject of diversity and give listeners greater

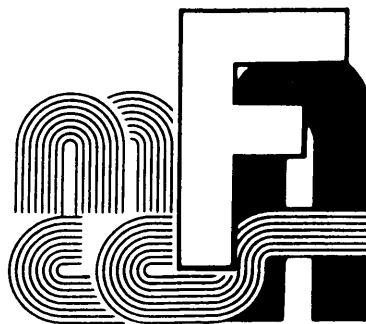
insight into how our individual and organizational thinking about diversity issues might need a little tweaking if we are to be successful, now and in the future.

Dr. Robbins works with numerous organizations across the country to help develop the necessary skills and environment that fully utilize the diverse human resources that abound in our world. Organizations include Benjamin Moore Paints, Bristol-Myers Squibb, the Federal Reserve Bank, Gerber Foods, Microsoft, NASA, National Cancer Institute, Nordstrom, PepsiCo and Toyota.

Born in Vietnam, Dr. Robbins immigrated to the United States when he was five years old. He and his mother faced many challenges during a time of heightened anti-war and anti-Vietnamese sentiment. He worked through and rose out of the challenges of poverty, discrimination and the tough streets of Los Angeles and went on to receive his B.A. in Communication with Honors from Calvin College and his M.A. and Ph.D. from Michigan State University.

Recently Dr. Robbins was selected to serve on the Grand Rapids Mayor’s Commission on Civil Rights Recognition. He received the Racial Justice Unity Award from the Knights and Ladies of Peter Claver, and was named a “Champion of Diversity” by the United Way’s Project Blueprint.

In addition to presenting at numerous conferences and workshops across the nation, he writes and edits a premier weekly e-newsletter on diversity and inclusion, ‘Inclusion Insights!’ and is currently authoring a book, *“Teachable Moments: Short Stories to Spark Diversity Dialogue.”*



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