

FAN

Faculty Association Newsletter

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MONROE COMMUNITY COLLEGE

March 15, 2007

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



President's Corner

Charlie Clarke, FA President

We are in the thick of the spring semester in the third year of a four year contract. The FA Contract Research Committee is diligently generating a niche survey. This survey will focus on the questions of how we should distribute salary increases; your understanding and satisfaction with our dental coverage; and the adequacy of our family leave rights. These surveys will be sent to your homes and it is important that all members take the time to mindfully respond to and return the surveys. In the fall, 2007 we will follow-up with a broad survey that will be sent to all faculty served by the FA.

In this issue of FAN, you will note that we have the benefit of a guest article from Kimberley Collins. In addition to her role as Assistant to Vice President Glocker, Kimberley is a trained medic. She is also actively involved in planning for the possibility of a major flu pandemic. She offers us useful suggestions on how we can prepare to protect our families, if such a health catastrophe should occur. We want to avoid the fiasco that followed hurricane Katrina. It is important that each individual and their family have a plan to support themselves during a period of suspension of travel and normal services.

The FA is presently involved in conversation with the

College on how we would sustain and reestablish our duties and maintain our salary and benefits in such an emergency. The College presently has thirteen subcommittees working on how the College would respond to a pandemic. The FA will receive confidential drafts of these reports and the FA Executive Committee will review them with a focus on the terms and conditions of employment implications.

On a more positive note, MCC will be commencing its annual United Way campaign. We strongly encourage our members to consider making the United Way part of their annual giving. Several members have expressed concerns about the general distribution practices of the United Way. I have responded that you can limit your giving exclusively to the agencies that reflect your values.

In this issue of FAN we'll also begin the annual process of electing officers to serve on Faculty Council. If you are considering running for a position on Faculty Council, I encourage you to consult our Bylaws on the responsibilities of officers (www.monroecc.edu/go/FA) and also to call or stop by the FA office if you have further questions. The timetable for elections is included on page two. Please note we'll have our first membership meeting of the semester on March 26 at 4:30 p.m. Further nominations will be accepted and we will be discussing upcoming FA business and member concerns. I look forward to seeing you on March 26.

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

FACULTY COUNCIL ELECTIONS

The following is the schedule for the upcoming Faculty Council Elections. Please retain this copy of FAN as your reference for the important steps, which culminate in the election of Faculty Council Officers.

Schedule for Faculty Council Elections

March 14 – March 23

Written nominations begin with this issue of FAN. Written nominations are due in the FA Office by March 23.

March 26

Video Membership Meeting between Brighton and Damon Campus, 4:30 p.m. in the Forum, (1st floor of the R. Thomas Flynn Campus Center) where further nominations will be accepted.

April 6

Candidate's statements due to the FA Office

April 18

Candidate's Statements published in FAN

April 24

Voting at Damon 8:30-4:00 p.m. outside entrance to the 4th floor

April 25

Voting at Brighton 8:30-6:00 p.m outside of 7-205.

Faculty Association Membership Meeting Schedule

Monday, March 26, 4:30 p.m.

Brighton
Forum (3-130)

Damon
Rm. 4151

This will be a video membership meeting between Brighton & Damon Campuses at 4:30 p.m.

Agenda

1. Further Nominations for Faculty Council Positions
2. Member Concerns
3. New Business

Extended Voting Hours and Absentee Ballots

Marlene Goho, Administrative Director

Mail ballots are available for the convenience of our members at the Public Safety Training Center (PSTC) and the Applied Technology Center. Please contact Sonja Lenhard via Outlook or phone at 292-2516. You may also obtain a mail ballot if you won't be available to vote at the Brighton or Damon Campuses on April 24 and 25. This year, we are scheduling our first evening hours for balloting. The balloting site at Brighton (outside 7-205) will be open until 6:00 p.m. on April 25. Remember, only members* can vote. If you have questions regarding your membership status, please contact the FA Office at 292-2528.

**Membership is achieved through the completion of a NYSUT membership form.*

NOMINATIONS FOR FACULTY COUNCIL

Nominations are now open for eight (8) positions on the Faculty Council for 2007-2009, and two (2) one-year positions for 2007-2008. Nominations are also open for delegates to the spring 2008 NYSUT Representative Assembly. Please refer to the FA Bylaws (www.monroecc.edu/go/fa) for the responsibilities of the Faculty Council Officers and Chairs.

You may submit your own name, or with their permission, names of colleagues. PLEASE NOTE: FACULTY COUNCIL meets every other Wednesday from 3-5 p.m. Please be sure you are aware of this time commitment when running for office.

TERM	OFFICE POSITION	NOMINEE(S)	TERM OF OFFICE
2 Years	President		2007-2009
2 Years	Vice President		2007-2009
2 Years	Personnel Chair		2007-2009
2 Years	Teaching Director		2007-2009
2 Years	Institutional Chair		2007-2009
2 Years	Professional Staff Dir.		2007-2009
2 Year	Adjunct Director		2007-2009
2 Years	Damon/Site Director		2007-2009
1 Year*	Grievance Chair (Special 1 Year Term)		2007-2008
1 Year*	Membership Chair (Special 1 Year Term)		2007-2008
	*Delegates to the NYSUT Representative Assembly for Spring 2008		Spring, 2008 only

**The NYSUT Representative Assembly is held annually. Delegates to the Representative Assembly consider proposed amendments to the NYSUT Constitution and Bylaws, resolutions, and other business which might be brought before the RA according to NYSUT constitution provisions or policy.*

Officers with Terms Expiring Next Year

Patricia Kress	Secretary	Psychology	2006-2008
Chris Otero-Piersante	Treasurer	English/Philosophy	2006-2008
Tim Tatakis	Teaching Director	Biology	2006-2008
Randy Rezabek	Professional Staff Director	ETS Instruct. Tech.	2006-2008
Ellen Mancuso	Legislative Chair	ETS Libraries	2006-2208
Joe McCauley	Contract Chair	Business/Economics	2006-2008

Update on Promotion of Non-Ranked Professional Staff

Marlene Goho, Administrative Director, Faculty Association

Whenever we write articles concerning issues of great importance to our members, for example, promotion, a great deal of time and energy go into producing the most accurate summary possible. Our process is to review the articles internally and to run articles which discuss contractual issues past College management to confirm our mutual understanding. The same process was followed when we published an article in the February 5, 2007 edition of FAN addressing the promotion process for certain non-ranked groups, in which we wrote:

“Promotions in these titles (coordinator, specialist, program coordinator, project coordinator, advisor, technical assistant) follow the same time-line as promotion for faculty with rank, meaning preparation generally begins in October/November, with some deadlines occurring in December/January, depending on your division. Promotions are announced to the College Community each year after approval by the MCC Board of Trustees in March.” (Article 54, Section III, C. discusses the timeline)

Several members of the professional staff approached the FA about confusion over the promotion “time-line” addressed in FAN. A memo sent from the Academic Services Vice President’s office instead read: “Promotion recommendations for Non-Teaching Professional (titles) and adjunct faculty will be requested in mid-April.” The FA followed up with the Vice President who agreed a mistake was made and agreed to revert to the contractual timeline next year.

Therefore, if you hold a title affected by this timeline change, you still have time to submit a promotion packet. If you are considering applying for promotion and you have questions regarding how this change in time line might impact you, we encourage you to contact our office.

United Way Campaign About to Get Underway

Peter Collinge, 2007 MCC United Way Co-Chair – FA Member from Mathematics

Char Downing, 2007 MCC United Way Co-Chair – FA Member from Academic Services



The 2007 MCC United Way campaign will begin on March 21. We hope that all F.A. members will join with us in supporting

the dozens of community programs funded by United Way. Unlike any one agency, the United Way is uniquely able to identify key community issues and then fund effective programs addressing those issues. For example, this year over \$9.5 million is targeted for 49 community programs aimed at “Student Readiness and Success,” which help develop MCC’s future students! But this level of funding will only be available if the United Way campaign meets its goal.

The people of the Rochester area have always been exceptionally generous, but in recent years local per capita giving to United Way has dropped a bit from being best in the nation to #4, as layoffs at large corporations like Kodak have reduced employee giving. MCC faculty, with our relatively secure jobs and guaranteed if modest raises, are in a better position to donate than many in the Rochester community. The MCC campaign goal this year is \$105,000, up from \$100,000 last year. This year there is a new option for online pledging. We hope this will make it convenient for you to pledge as soon as you receive your donor envelope - ideally most pledges will be returned before Spring Break (by April 6).

The total MCC United Way donations, including those from employees and retirees, have approximately doubled over the past 10 years, which is wonderful. Please keep up the good work – our community needs it!

Pandemic Flu Planning at MCC and Home

*Kimberley P. Collins, Assistant to the Vice President,
Academic Services*



As you can imagine, the College has emergency plans for a variety of situations. You may be thankful that you don't need to know details of those plans, such as who are considered essential personnel when we are closed due to bad weather or where the holding

area would be for anyone evacuated from MCC. At the same time, you are probably aware enough about planning for emergencies that you know you can check the website for college closings and you have a flashlight at home in case of a loss of power.

I am involved in the college's pandemic flu planning process, led by Dick Ryther and Donna Mueller. I am representing academic concerns for the college but I also have some background in emergency planning and training through my work as a volunteer medic. From that perspective, I've been asked to provide a brief summary of Pandemic Flu and note some items that you may want to consider as a college employee and a private citizen.

Pandemic Flu would occur when there is an outbreak of a strain of flu that has not occurred before. Because the strain is new, human beings would have no resistance to it and effective vaccines would not be available. The result would be rapid and pervasive spread. Pandemic Flu preparation is different from other emergency planning in a number of ways:

- It is likely to occur in our lifetime.
- Each community will be responsible for developing a local response, because everyone will be affected simultaneously
- The pandemic will last several months, occurring in waves every 6-8 weeks.

- Social distancing is the principal goal during the crisis (to limit the spread of the virus).
- Young healthy individuals are at increased risk.

In case of a widespread outbreak, the College would close early to reduce the likelihood of contagion. The college is considered an especially problematic environment because of the large numbers of healthy individuals that are present on any given day. County, state and federal agencies will communicate any necessary information such as travel advisories or mandatory closing of non-essential businesses to the public at large. The college's plan will address items such as communication to employees and students, essential personnel identification, and restart issues after a prolonged closing and possibly significant absenteeism and death rates throughout the community.

There are a number of sources for individuals who want to understand how they can prepare for the possibility of a pandemic flu. I recommend the federal government site that focuses on planning for individuals and families, <http://www.pandemicflu.gov/plan/individual/index.html>.

Most planning recommendations stress the importance of preventative measures such as hand washing. It is also important for you to create a plan of where and how you and loved ones would be cared for in case communication and travel are restricted. In addition, individuals should be prepared to stay home for an extended period of time without depending upon access to resources such as groceries, pharmacy, gas, and even water supply. The government site contains a nice checklist for individual planning, including items that you should have stored for this type of emergency.

You may also want to be prepared to care for someone in your home. Surgical quality masks and gloves are easily obtainable though the internet or home health-care retail outlets. It is also important to have on hand over the counter medication you would normally use in case of flu. The American Red Cross created a document related to home health care that can be accessed at http://www.rochesterredcross.org/Data/FileManager/pandemic_flu_home_care_brochure.pdf

(continued on page 6)

While I hope it proves to be an unnecessary activity, I would encourage everyone to be informed and prepared. For anyone who is interested in more information, there is quite a bit available on the web about pandemic flu planning at all levels of government including Monroe County who has developed an educational brochure that can be found at <http://www.monroecounty.gov/Image/06%20Flu%20Pandemicw2.pdf>

Audit Completed for 2005-2006

Marlene Goho, Administrative Director

Our national affiliate, the American Federation of teachers, requires that locals of fewer than 1,000 members submit to an annual audit performed by an independent CPA or an internal audit committee. The audit of the 2005-2006 FA financial records was performed in accordance with the AFT guidelines in December, 2006. Joseph T. Marchese, CPA, found the FA's finances to be in good order. A copy of his report will remain on file in the FA Office. Our next scheduled audit for 2006-07 will be performed in November, 2007.

FA Mediation Project

Attention All Members!

The FA offers a private, confidential, and safe way to resolve interpersonal conflict in the workplace through the use of trained (teaching and professional staff) mediators.

Mediation is strictly confidential and a process that treats all participants respectfully. Mediation is an opportunity to engage in addressing interpersonal conflict with no paper trail and no involvement from superiors, union or administrators.

If you find yourself in need of this service, please contact:

Professor Patricia Kress
FA Mediation Project Chair
262-1536
or the FA Office, 292-2528



Still trying to figure out what to do with your old cell phone?

Did you know that you can help the YWCA and the women and children the agency serves by donating your old cell phone?



That's right! Every cell phone donated to the YWCA is recycled through a national non-profit organization. Proceeds from recycled cell phones directly benefit programs and services the YWCA provides to women and their children in Rochester and Monroe County. Every year the YWCA of Rochester and Monroe County provides services to more than 2,000 women and children in our community.



If you would like to donate a used cell phone to the YWCA you can drop it off at the following location:

**FA OFFICE BRIGHTON
7-205**

For more information about donating your used cell phone to the YWCA or to conduct a cell phone drive of your own, please call the Development Office at (585)-368-2260.

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