

FAN

Faculty Association Newsletter

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MONROE COMMUNITY COLLEGE

April 16, 2007

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



President's Corner

Charlie Clarke, FA President

Last month in the March 15th issue of FAN, I briefly discussed the FA Contract Research Committee's work in generating a niche survey which would focus on the questions of how we should distribute salary increases, your understanding and satisfaction with the dental coverage and the adequacy of our family leave rights. We anticipate mailing the surveys to the homes of our full-time teaching, 80% teaching, and professional staff members within the next two weeks. During the fall semester, our adjunct and part-time colleagues were surveyed, so this survey will be the last of the niche surveys prepared by the committee.

Your participation is crucial. When you receive the survey, please keep in mind that your prompt actions in completing the survey and returning it to the FA will be vital to the FA Contract Research Committee's continuing work. The results of the niche surveys will be used to guide our subsequent research.

The FA Contract Research Committee's next task will be working to construct a broader follow-up survey that will be sent to all members during the fall, 2007 semester. The results of the fall, 2007 survey will be instrumental in assisting the future

FA negotiating team to formulate our negotiation principles and proposal.

On another topic, next week the FA election process will culminate with the election of officers for the 2007-08 academic years. Although all the candidates will be running unopposed, I would encourage you to vote and show your support for their efforts in representing your needs.

Faculty Council Elections

Balloting Schedule

Damon Campus

4th floor entrance on Tuesday, April 24
8:30 a.m. to 4:00 p.m.

Brighton Campus

FA Office, 7-205
Wednesday, April 25
8:30 a.m. to 6:00 p.m.

Absentee ballots by request,
contact Sonja Lenhard at 292-2516

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

Nominations for Faculty Council

Term	Office	Nominee(s)	Academic Year(s)
2 Years	President	<i>Charlie Clarke (Psychology)</i>	2007-2009
2 Years	Vice President	<i>Taine Vinci (Counseling/Advising)</i>	2007-2009
2 Years	Benefits Chair	<i>Cheryl Mahoney (Nursing)</i>	2007-2009
2 Years	Teaching Director	<i>Mike Goho (Engineering and Physics)</i>	2007-2009
2 Years	Institutional Chair	<i>Christine Casalimovo-Adams (Admissions)</i>	2007-2009
2 Years	Professional Staff Director	<i>Paul Wheeler (Purchasing)</i>	2007-2009
2 Year	Adjunct Director	<i>Patti Dano (Health/Physical Education)</i>	2007-2009
2 Years	Damon/Site Director	<i>Kathy Baxter (Student Services, Damon)</i>	2007-2009
1 Year*	<i>Grievance Chair (Special 1 Year Term)</i>	<i>Bethany Gizzi (AHPS*)</i>	2007-2008
1 Year*	<i>Membership Chair (Special 1 Year Term)</i>	<i>Regina Fabbro (English/Philosophy)</i>	2007-2008

*Anthropology, History, Political Science, Sociology

Candidate's Statements

Charlie Clarke

Candidate for President

I have been an active member of the Faculty Association for the past 36 years, a member of the Faculty Council for 23 years, chief negotiator and contract administrator from 1984 to 2005, a member of the Labor/Management Committee since its inception in 1987 and FA President since 2005. I am a Professor of Psychology, having served 18 years as Chairperson of Psychology, and hold adjunct appointments in the disciplines of Sociology

and History. I have acquired knowledge and skill regarding the labor management process and have an understanding of the wider county and state government context that MCC operates within. I have a depth of knowledge of our present contract, and its implementation, that allows me to advocate and protect the rights and interests of the membership.

I have always tried to be clear about my philosophy. The Faculty Association and the College Board of Trustees and their management agents have interests; which at times are contested in an

(continued on page 3)

Candidates Statements... *(Continued from page 2)*

inherently adversarial manner. It is my responsibility to assertively advocate for and serve the interests of all members of the Faculty Association.

During the next year, the central focus of the Faculty Association will be discerning our collective goals and negotiating our successor contract for September 1, 2008. In doing this, we will approach our relationship with the College calmly and respectfully while looking for common grounds in satisfying those interests. I believe this approach has historically improved the terms and conditions of our collective professional life. Additionally, I'll continue working to prepare a knowledgeable and experienced Faculty Council to carry on the work the FA in the coming years.

I continue to believe MCC is an excellent institution of higher learning because it employs excellent professional staff and teaching faculty. If our members are to continue to sustain generous extra effort and enthusiastic spirit, we must continue to have secure and fair conditions of employment.

In closing, I thank you for your trust in allowing me to continue as President of the Faculty Association over the next two important years.

Taine Vinci

Candidate for Vice President

I would consider it a privilege to continue serving as Vice President of the Faculty Association. I am completing my third 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.

My FA experience is a result of having served on the last two negotiating teams as a representative of the professional staff and my appointment since 1999 as a member of the Labor/Management Committee. For the past five years I have also attended the NYSUT Community College Conferences and met with many representatives from our sister institutions. Hearing the issues being dealt with

on other campuses and reviewing other community college contracts has given me better insight and knowledge in representing the MCC Faculty Association members.

I would greatly appreciate your vote of support.

Bethany Gizzi

Candidate for Grievance Chair

I am proud to have served as a member of the Faculty Council as both Adjunct Director and Membership Chair over the past six years. I am now asking for your support for election to the position of Grievance Chair. During my years of service on the Faculty Council, as well as my participation in the Negotiating Team, By-Laws Committee and the FA Research Committee, I have shown my commitment to being an advocate for the faculty of MCC. I have appreciated the opportunity to learn more about the Faculty Association, our contract, and the interests and concerns of the faculty. I am prepared to take on the challenge of a new role within the union and I welcome the additional responsibilities and commitment that it requires. I believe the Faculty Association has an important role in the ongoing success of MCC. I will continue to dedicate myself to serving as your advocate and working towards the goals of our union.

I look forward to the opportunity to serve you as Grievance Chair and as a committed, enthusiastic and effective member of the Faculty Council. Thank you for your support.

Christine Casalnuovo-Adams

Candidate for Institutional Chair

I have been employed in the Admissions Office since May 2000 and I currently serve as Assistant Director. I have most recently participated on the Strategic Planning Team and the Middle States review. I am currently participating in Leadership Rochester.

During the past year I've also been a member of

(continued on page 4)

Candidates Statements...*(Continued from page 3)*

Faculty Council, serving a one year special election term. I have enjoyed the opportunity of serving the membership in this capacity. I have gained a better understanding of the issues that are important to our membership. I have effectively communicated those concerns to the Faculty Council and have actively participated in resolving them.

I am committed to serving the college community. I am honest, hardworking, and am passionate about helping our members. I enjoy working with faculty, staff and students to keep MCC the premier academic institution in the Rochester area. I would look forward to serving the faculty of MCC as a member of Faculty Council for another two years, and would appreciate your vote.

Paul Wheeler

Candidate for Professional Staff Director

I have been employed as Assistant Director of Purchasing for the past eight years. During six of the past eight years, I've been an active member of the Faculty Association. My activities during this period have included participation in the following activities:

- Lobbying in Albany each year on SUNY/NYSUT Higher Education Day to secure increases in community college funding
- Attending Legislatives Breakfasts to bring awareness to our legislators of MCC's needs
- Serving as a member of the FA's last two negotiating teams
- Serving as a member of the FA Labor/Management Team
- Attending and participating in the NYSUT Community College conferences
- Attended and graduated from NYSUT's Leadership Institute at the Cornell University ILR School
- Serving as Assistant Chair of the FA Mediation Project to assist the FA membership with conflict resolution
- Attending the NYSUT Health & Safety Conference on behalf of our local
- Serving as an active member of the College's CERT program

My involvement in these activities has led to a greater understanding of the issues we face. As one of the current Professional Staff Directors on Faculty Council, I am asking for your support so I can continue to work on behalf of all members of this vibrant, and sometimes challenging, college community.

Michael Goho

Candidate for Teaching Director

Sitting down to write a candidate's statement made me think about how long I have served on Faculty Council. I began my work with the Faculty Association 18 years ago as the Legislative Chair. Following my term in that position, I have served as Contract Research Chair, Vice President, President, and currently as one of two Teaching Directors.

It's apparent that I believe in the work the FA has accomplished and continues to accomplish on behalf of our members. Presently, as a member of the FA Contract Research Committee, I'm working with other committee members to focus on the issues that are important to our members as we begin to plan for negotiations of a successor contract beginning later this year.

I remain committed to serving all members represented by the Faculty Association and look forward to continuing as a Teaching Director on Faculty Council. I would appreciate your support.

Regina Fabbro

Candidate for Membership Chair

As a candidate for Membership Chair of the FA's Faculty Council, I bring with me a familiarity with unions (including but not limited to MCC's FA, of which I have been a member since 2002, and Eastern Michigan University's graduate student union, which I helped to establish) and an unflagging enthusiasm for encouraging college-wide support of this most vital and impacting organization. With

(continued on page 5)

Candidates Statements...*(Continued from page 4)*

your support, I look forward to building on the strong base of involvement that the FA currently enjoys and expanding our campus' union culture further. Our annual holiday party has become a source of pride and fun, and I am excited to continue this tradition while growing others that foster a sense of community among FA members. An additional ongoing goal will be to increase membership through a variety of methods. I appreciate your vote, and I hope to work on your behalf as your next Membership Chair.

Patricia Dano

Candidate for Adjunct Chair

I am asking for your support in the upcoming Faculty Association elections to continue to serve as Adjunct Director. I have enjoyed being in this position for the past year and a half and I feel that my thirty-six years of employment at MCC brings forth a comprehensive understanding of the College Community and the issues we face. During the next two years, I will do my best to support issues that are important to the adjunct faculty and will work on behalf of all members. I would appreciate your support.

Kathy Baxter

Candidate for Damon/Site Director

I am requesting your support to continue serving as the Faculty Council Damon Campus and Extension Sites Director. I enjoy the duties of this role, as they provide me with the opportunity to have a connection with fellow members and to assist them with answers to their questions. Additionally, this has allowed me to increase my knowledge of our contract and other matters of member concerns.

While many of the contacts I have made with members are increasingly by email, I will continue to make a quick telephone call and of course to be available at the FA Meetings. I will also continue to visit the Applied Technology Center and the Public Safety Training Center as requested by

our constituents at those sites. One of the most gratifying parts of this job is meeting all of you! I look forward to serving you once again, with commitment and enthusiasm. Thank you for your support.

Cheryl Mahoney

Candidate for Benefits Chair

I am a tenured assistant professor in the nursing department on the MCC Brighton campus.

As someone with an extensive background in health care delivery, I would like to serve as the Benefits Chairperson for the Faculty Association. I have been a nurse practitioner for 27 years and continue in this role today on a per diem basis. Sharing my knowledge about health care offers me the opportunity to become involved with more MCC faculty, and to contribute my expertise to the entire college community.

Health care will be a critical area of negotiation for both sides in the next contract negotiations. Health insurance is the most valuable component of our benefit package. I would like to help the FA investigate and interpret health care benefit plan options that will be available and evaluate them according to the interests and concerns identified by FA members.

As the benefits chairperson, I would be committed to maximizing the health insurance benefit for FA members. There are also several other benefits on the minds of FA members. If elected, I will work hard to address all benefit concerns brought forward to me about what is and is not included in the upcoming contract.

