

FAN

Faculty Association Newsletter

Volume 39 • No. 2

MONROE COMMUNITY COLLEGE

October 12, 2005

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



President's Corner

Charlie Clarke, FA President

Professional Development Funds

The Faculty Association contract (Article 47, Section F & Letter of Agreement, A25 – A27) permits the generation of professional development funds by departments who have students enrolled beyond the official maximum class size. This means that students (up to 15% beyond maximum class size) enrolled beyond the maximum class size, that were registered and certified as attending on the official census date, may be converted into either workload credit, for sections taught by full time and part time faculty, or professional development funds (PDF) for all sections. The census date is based on the completion of 20% of the semester and is by SUNY policy the basis for determining the number of SCH (Student Contact Hours) the College may claim for FTE (Full Time Equivalent Student) reimbursement. An FTE is equivalent to 30 SCH and the State will reimburse the College, in the 2005-2006 budget year, \$2,235 per FTE generated in the 2004-2005-budget year.

Extra students are to be converted into PD funds based on the State's FTE reimbursement formula. For example, 10 extra students registered in a 3 SCH class would generate \$2,235 of PD funds, which would be available for use during the 2005-2006 budget year. These funds would be distributed in the following manner: 50% to the generating department; 40% to divisions, in proportion to the number of FA Unit members working in that division; 5% to the professional development office; and 5% to

support the training of new faculty. In essence, select teaching departments increase their workload to support the generation of PD funds for themselves and all other FA unit members. For example, \$349.26 per FA unit member was generated respectively for the 2005-2006. The following table reflects the distribution of funds for the past year:

2005/2006	
Generating Department	\$237,500
All FA unit Members	190,000
Professional Development	23,750
New Faculty Training	23,750

The use of PD funds, particularly those which are controlled by the generating departments, has been a source of disagreement and grievance for the past several years. Since the PDF article was negotiated in 1987, we have consistently asserted that these funds belong to the generating department and that the departments have primary responsibility for determining member access to, and use of, these funds. This is true even though individual teaching faculty incur the workload increase. For example, some departments may provide first access to these funds based on who generated them while others may distribute funds equally or based on the perceived value of the PD activity to the department's goals. These funds can be used to support both part-time and adjunct PD activities. Faculty Council has unanimously asserted that all departmental PD practices should include part-time and adjunct access, particularly when increases in their workload was used to generate these funds. Finally, it should be kept in mind, although an individual may have primary access to the funds that they generated, they have no individual rights to those funds. Furthermore, all equipment

(continued on page 2)

(e.g., computer systems, etc.) and supplies (e.g., professional books, videotapes, software, etc.) purchased with these funds are the property of the College. Furthermore, if faculty intend to remove any equipment from campus that was purchased with college funds, they must obtain the appropriate authorization.

The PD article reflects both the innovation and generosity of the MCC faculty. These funds are meant to support departmentally approved faculty plans (Art. 54) for development and growth. At the time that we developed this article, we understood that these funds would supplement a parallel and substantial budgetary commitment by the College to support the development of faculty and staff. We believe that in spite of initial promises, the College has decreased non-contractually mandated budgetary commitments to faculty development since the enactment of this article in 1987.

Concurrently we find that the College has been increasingly intrusive in how these funds are spent. We understand and expect that the College will and should audit and control the expenditure of these funds for compliance with statutory constraints. After that value has been achieved, departmental vision and value should prevail. To this point, we have successfully resolved all grievances over generating departmental use of these funds. We have confirmed that these funds can be used to supplement tuition reimbursement, reimburse travel costs to defend one's doctoral dissertation, pay for achieving and maintaining professional certifications, purchase textbooks for classes, and to attend professionally relevant conferences at venues outside the 48 contiguous States. This is a testament to the value and effectiveness of problem solving being the first step of our grievance process. In order to reduce these conflicts, the Labor Management Committee has mutually agreed to establish a Professional Development Committee to study and generate a protocol to guide the expenditure of PD funds. This committee's charge is:

Review the contractual language, letters of agreement, significant correspondence, appropriate business practices, SUNY regulations, and practices on the of accumulation, allocation and use of

professional development funds.

Prepare a recommendation on the accumulation, allocation and use of professional development funds that meets the following goals:

- *Clear and understandable;*
- *Easy to administer;*
- *Consistent with college's mission and strategic plan;*
- *Consistent with department's "primary but not sole" responsibility for internal distribution, approval, and support of professional development activities;*
- *Identifies a set of principles that permits flexibility, encourages creativity and is relevant to the faculty generated plans for professional growth;*

The Labor representatives on the committee are Charles Clarke, Peter Collinge, Michael Goho, and Randy Rezabek. The Management representatives are Diane Cecero, Kimberly Collins, Chet Rogalski, Alberta Lee, and Chuck White.

What has been particularly frustrating to me is the lack of gratitude for the origin of these funds in the 'sweat equity' of our teaching faculty. Those individual teaching faculty voluntarily increase their personal workload to generate funds, not only for themselves and their departments, but also for all members of the FA. It is my hope that those senior managers, who control distribution of PD funds distributed beyond the generating departments will continue to support individual member PD requests both fairly and wisely. (Members who have questions or concerns about either access to or use of PD funds should always feel free to contact the FA office).

The PD clause is truly an innovation! We have reached the \$475,000 PD cap because of that trust. If that trust is not respected, individuals and departments will stop applying extra students taught to PD and claim additional individual compensation through the assignment of extra SCH to workload. Everyone loses in this scenario. We are hopeful that a wise common ground will come from our deliberations, such that there is more gratitude and less attitude.

FA Legislative Committee

Ellen Mancuso, FA Legislative Chair

The goal of the 2005-06 Legislative Committee is to consider legislative and political matters relating to education and the teaching profession. We strive to keep FA members informed of critical issues, we lobby with NYSUT on behalf of faculty and professional staff, and we cooperate with action groups of affiliates. In terms of political endorsements, our state affiliate, NYSUT (New York State United Teachers) endorses candidates based on their positions and voting records on educational and labor issues, resulting in non-partisan endorsements. If you would like to participate in the FA legislative program, please contact Ellen Mancuso, 2313.



Member Spotlight!

Paul Wheeler

Paul Wheeler, Assistant Director of Purchasing, began working for the Faculty Association in 2002 when he started lobbying in Albany for our SUNY Higher Education Day. Since that time, he has participated in several legislative initiatives such as attending the MCFT (Monroe County Federation of Teacher's) Legislative Breakfasts, assisted with vote/cope, and volunteered for letter writing campaigns. His commitment to the FA extended into being a member of the Negotiating Team and the Labor Management Team. He has participated in Community College Conferences and recently graduated from the New York State United Teachers Leadership Institute. Paul will serve as the rotating member of the FA Labor Management Team for 2005-06. Stated simply, Paul "Felt it was my duty as a member of the union to become involved rather than sit passively by and not participate." The FA is glad to benefit from Paul's dedication and commitment.

FA Proposed Bylaws Changes Moved to a Vote

Voting will take place on the proposed changes to the FA Bylaws on Tuesday, October 18 from 8:30 a.m. to 4:00 p.m. in front of the entrance to Building 4 at the Damon Campus and on Wednesday, October 19 from 8:30 a.m. to 4:00 p.m. in front of the FA Office, 7-205, at the Brighton Campus. Absentee ballots will be available if you will not be on campus the day(s) of voting. Contact Sonja Lenhard at x2019. Visit the FA website at www.monroec.edu/go/fa to see a copy of the proposed changes.

MCC Needs to Put It in the Glass

Michael Goho, Contract Administrator

Those of you who have worked in the food service industry probably have heard the expression "Put it in the glass." It is a phrase often used by bartenders who want to discourage customers from offering verbal praise instead of rewarding good service with a well-earned tip. It is a generally held view of those who work at MCC (both in the FA and in the administration) that the job performance of those represented by the Faculty Association is of the highest caliber. We are nationally recognized as being superior educators in all aspects of student life. Therefore, we might ask ourselves whether we are being rewarded for our excellent performance.

The answer is that we are not even holding our own relative to our colleagues in the other SUNY community colleges. On the following page is a comparison of faculty salaries (10 month) to the averages of all SUNY community colleges. The uppermost set of data show how we fare in the composite against all teaching ranks. Data are then broken out by individual rank. This data came to the

(continued on page 4)

Put it in the Glass... (Continued from page 3)

Faculty Association from NYSUT Research which gathered the data from SUNY System Administration.

The data show that in the last 7 years, we have slipped from having the 8th highest average salary across all ranks in the SUNY CC system to having the 13th highest average salary. There are 30 community colleges in the SUNY system. One could make a case that MCC's salaries will never be as high as those community colleges in the New York City area, however, our salaries now lag those faculty at Cayuga, Dutchess (Poughkeepsie), Erie, Niagara, and Onondaga. Across all ranks, except instructor, we have slipped. And I would contend that instructors started in too low of a position (14th) to begin with. It would seem as though excellent performance has not been rewarded by putting it in the glass.

Is there any good news? I will let you decide. However, I see some progress being made at the

instructor level. Salaries for instructors have moved up relative to other SUNY CC's. They still lag the average SUNY CC Instructor. We, as a faculty, supported a contract which raised minimum salaries significantly, and which provided higher percentage increases to those at the lower end of the salary scale. This has helped in only a small way. Our job, clearly, is not done. Salaries must be raised at all levels in order to bring MCC back to a high relative standing among the "Thruway community colleges". The Board of Trustees has chosen to make the administrators of MCC among the highest paid in the state. And they should be. They run one of the best community colleges in the nation. But verbal praise should not be satisfactory for those who work to make MCC the outstanding institution that it is. It is my hope that when the next contract is negotiated we can make some real progress toward moving the faculty (all who are represented by the FA) toward a position higher than the SUNY CC averages.

We are better than average, we deserve to be paid that way. It is time to put it in the glass.

Comparison of Average MCC Faculty (10 Month) Salaries to SUNY CC Averages

	97-98	98-99	99-00	00-01	01-02	02-03	03-04	04-05
MCC All Ranks	\$52,653	\$52,641	\$52,829	\$53,142	\$52,573	\$52,159	\$52,727	\$53,797
SUNY CC Ave	\$52,023	\$53,174	\$54,634	\$54,925	\$55,490	\$57,277	\$58,600	\$60,092
MCC/SUNY CC	101%	99%	97%	97%	95%	91%	90%	90%*
MCC Statewide Rank	8	7	9	9	10	13	13	13**
MCC Professors	\$66,198	\$66,224	\$69,021	\$69,818	\$70,071	\$71,078	\$72,970	\$74,688
SUNY CC Ave	\$63,691	\$65,048	\$67,169	\$68,242	\$69,407	\$71,800	\$74,362	\$76,474
MCC/SUNY CC	104%	102%	103%	102%	101%	99%	98%	98%
MCC Statewide Rank	6	7	6	6	7	8	8	8
MCC Associate Prof.	\$52,359	\$51,513	\$54,141	\$55,474	\$56,125	\$56,403	\$56,426	\$57,836
SUNY CC Ave	\$50,617	\$51,747	\$54,768	\$55,278	\$56,654	\$58,771	\$60,069	\$61,025
MCC/SUNY CC	103%	100%	99%	100%	99%	96%	94%	95%
MCC Statewide Rank	7	9	9	8	7	11	13	13
MCC Assistant Prof.	\$42,486	\$44,108	\$44,175	\$43,913	\$44,348	\$44,886	\$45,779	\$45,795
SUNY CC Ave	\$43,450	\$44,443	\$45,391	\$46,870	\$48,227	\$49,916	\$50,870	\$52,586
MCC/SUNY CC	98%	99%	97%	94%	92%	90%	90%	87%
MCC Statewide Rank	7	7	10	10	13	15	15	14
MCC Instructors	\$32,777	\$33,217	\$34,219	\$34,404	\$35,937	\$36,753	\$38,801	\$40,323
SUNY CC Ave	\$35,824	\$35,945	\$37,232	\$37,550	\$38,693	\$39,946	\$41,268	\$42,140
MCC/SUNY CC	91%	92%	92%	92%	93%	92%	94%	96%
MCC Statewide Rank	14	13	13	15	16	17	12	13

* This row shows the % created by dividing the MCC average by the SUNY average.

** There are 30 community colleges in the SUNY system.

FA Holiday Party

Save the date and join your colleagues and friends for an evening of fun at
the

FA Holiday Party on December 2nd at The Burgundy Basin Inn.

The evening will include:

Appetizers and Buffet Dinner including
Roasted Turkey, Chicken Parmesan,
Vegetable Lasagna and a variety of
other hot and cold items.

Music & Dancing throughout the evening

Door Prizes

Cash Bar

Tickets will be available for \$15 per person starting on October 17th.

You can purchase tickets from the FA office

(See Sonja Lenhard or Marlene Goho)

and from the following individuals:

Kathy Baxter (Damon)

&

Bethany Gizzi (Brighton)

The FA Holiday Party is open to all members of the MCC community.

We hope you will join us and we look forward to seeing you there!

Financial obligations don't end at retirement... Neither should your life insurance!

The NYSUT WrapPlan® Supplemental Life Insurance Program complements term life insurance coverage available to members. The plan coordinates easily with the NYSUT Term Life Insurance Plan and any term life insurance coverage provided to members from their local union affiliation or employer.

The common characteristic of term life insurance is that coverage typically terminates or dramatically decreases at upper ages or at retirement. When this loss of coverage occurred in the past, the options were limited. Members could apply for an expensive conversion policy, apply for fully underwritten coverage if they were healthy, or simply forgo the needed protection.



The WrapPlan allows members and spouses who are age 65 or younger to apply for a lesser amount of coverage (as little as 50 percent of their current term benefit), and have the protection increase when their term insurance decreases or terminates. This benefit, which can be custom designed for a member's individual family, financial and career needs, includes the following features:

- Coverage may be continued to age 95.
- Premiums may be set to produce as much or as little cash value as desired.
- Up to \$200,000 of coverage is available without a physical examination or blood test.
- Retirees (up to age 65) are eligible to apply for up to \$100,000 of coverage.
- Coverage amounts and increase dates may be adjusted to meet a member's changing financial picture.
- Account values accumulate at competitive interest rates on a tax-deferred basis.

You must live or work in the state of New York to participate in this program.

NYSUT Member Benefits negotiated several other features that make this plan unique. To find out more, call the plan administrator, Future Planning Associates, Inc., at 1-866-697-8897.

For more information about this program or for disclosure information about contractual expense reimbursement arrangements with endorsed providers, please call NYSUT Member Benefits at 800-626-8101, e-mail benefits@nysutmail.org, or visit www.memberbenefits.nysut.org.