

FAN

Faculty Association Newsletter

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MONROE COMMUNITY COLLEGE

February 15, 2008

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



President's Corner

Charlie Clarke, FA President

Negotiations have begun with the College. Management's team has received their charge and fiscal parameters from the Board of Trustees. However, recent events have left me with concern that this year's negotiations are different from the past. The Board of Trustees has just carried out an unexpected, contested and acrimonious change in their Chairperson leadership. This change was led by those board members who are most closely aligned with the current and recent past Republican Conservative leadership of Monroe County government. The County legislature appoints five of the ten seats on the Board of Trustees.

As President of the FA, I regularly attend the BOT meetings. The meetings are open to the public, but attendance, particularly at subcommittee meetings is usually sparse. The FA receives a copy of all formal and open proceedings (agenda, motions, budget, etc.). The February 4th executive leadership change was carried out in an executive session, which was not open to the public. Board executive session is a mechanism used, both legitimately and illegitimately, to constrain public access to sensitive deliberations. I formally objected to the Board going into executive session to deliberate nominations for Board executive officers. I asserted that this action

Faculty Association Membership Meeting

Wednesday, February 27

5 p.m.

Monroe A and B
of the Warshof Conference Center

**Agenda: Negotiations and the
Presidential Search**

was a violation of the New York State 'open meetings law'. The legality of this assertion was subsequently publicly affirmed by the New York State Center for Open Government. The damage has been done and those private deliberations will not be made formally public. We can speculate that the Board, with great personal acerbity, decided they did not have to wait until their annual meeting to elect officers; took a straw vote on the two publicly nominated board members for chair (Lori Van Dusen vs. Rich Guon); Lori lost, resigned from her post as Chair of the board of Trustees and excused herself from the balance of the BOT meeting.

Why should we as a FA care about this? First of all, we need to know that we are negotiating a new

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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, Prof. Staff Director; Patricia Dano, Adjunct Director;
Bethany Gizzi, Grievance Chair; Joseph McCauley, Contract Chair; Ellen Mancuso, Legislative Chair;
Cheryl Mahoney, Benefits Chair; Christine Casalnuovo-Adams, Institutional Chair;
Regina Fabbro, Membership Chair; Kathy Baxter, Damon/Site Director**

contract with a management team that has clear guidance and board confidence. The recent events do not reassure the FA leadership.

The next President of Monroe Community College must be an experienced higher education professional who is competent at and committed to working in a bipartisan manner with the ever changing political leadership in county and state government. Second, the parallel SCAA and the Board of Trustees search committees are presently involved in screening and interviewing semifinalists for recommending the Presidential finalist list. However, recent *Democrat and Chronicle* articles suggest that the leaders of the change in board leadership may seek to appoint, even if it is contrary to overwhelming and congruent search committee's recommendations, a local Republican Conservative politician – Bill Smith.

The consistency of these rumors, from multiple, disparate and reliable sources raise serious concerns that the current excellent search process may become corrupted. The historical patronage issues with the Monroe County Water Authority Board, which Richard Guon is Treasurer of, and the February 9th partisan and angry County Legislature meeting over the Public Defender's position adds credibility to my concerns.

If the Board of Trustees adds names to the finalist list that lack the support of the parallel search committees, the FA would follow the lead of the Faculty Senate and act in concert with other concerned constituencies (e.g., CSEA, Student Government, Retirees, MCC alumni, etc.). The Faculty Council has formally and unanimously endorsed the FA playing a prominent role in confronting, if necessary, any corruption of the presidential search process. Council made this decision with clear awareness that this might complicate the ongoing contractual negotiations. We will discuss this further at a FA membership meeting on February 27th.

What can you do? It is our collective responsibility to be informed and present. You should attend the upcoming BOT meetings, particularly the meeting

that will focus on the Board of Trustees' selection of Presidential finalists. The next Board of Trustees meeting is scheduled for Monday, March 24th. There may be an earlier board meeting to focus on the selection of presidential finalists. You should attend the open hearings with the Presidential finalists. Your visible engagement communicates that we support the goal of hiring the most experienced and qualified President to lead MCC. We must individually and collectively remind the Board that a trustee should be a person of integrity entrusted to guide Monroe Community College. Additionally, if you have personal relationships with political and community leaders, you should remind them of the critical role that MCC plays in the economic well being of our region. I am hopeful that the Board of Trustees' moral compass will guide them to recommend to SUNY a new president that will continue our history of excellence.

Attention Adjunct Faculty

Now is the time to think about the adjunct promotion process. Your department chairperson or adjunct coordinator will have details on deadlines. Adjunct promotion guidelines are covered in the Contract, Article 32, Section E. Check the criteria for promotion to see if you qualify. You can access the Contact online at:

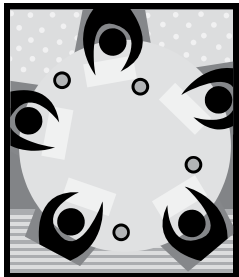
www.monroecc.edu/go/FA

Educator's Tax Guides Available

There will be a limited supply of tax guides this year, at no cost to members. Contact our office at extension 2019, or Sonja Lenhard, FA Secretary via Outlook, to hold your copy.

FA Mediation Project Committee Meets for Annual Luncheon

Marlene Goho, Adm. Director



On Friday, January 18, the FA sponsored a luncheon for the FA Mediation Project mediators. The group met to get reacquainted and to discuss plans for 2008. The turn-out was fabulous with all but one or two mediators in attendance.

The FA Mediation Project was established by the Faculty Association in 2006. The goal was to create a program to provide a safe, non-judgmental, and confidential means by which faculty experiencing interpersonal conflict with colleagues would be able to work with mediators to develop their own mutually agreeable solutions. After six days of training at the Cornell ILR School in Rochester, (in which 18 faculty were trained and 5 members of the management team observed) the mediators began working in fall of 2006.

Since we began the program, five mediations have taken place. Interest in the project has been excellent with many more members wanting to take advantage of the program. However, sometimes getting both parties on board has proven to be challenging. We find that while one member may be interested in participating, another may not want to enter the process.

Our guidelines to protect member anonymity has worked well. No records are kept, no names are shared and mediator notes are destroyed to keep a record of proceedings confidential.

The Mediators look forward to holding a professional development activity in June which might include a speaker and additional training.

If you have questions, or need services, please contact Professor Patricia Kress in Psychology, or the Faculty Association at 292-2528.

Audit Completed for 2006-2007

Marlene Goho, Adm. 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. Such an audit of the FA financial records was completed in December, 2007 by Joseph T. Marchese, CPA. Joe found the FA finances to be in order. A copy of his report will remain on file in the FA Office. Our next scheduled audit for 2007-08 will be performed later this year.

Investing in a Volatile Market

The Faculty Association is pleased to announce that Professor Joe Marchese from the Business and Economics Department will be presenting a talk on the topic of investing during a volatile market. Joe can answer questions on the College investment options and he'll present information on the particulars.

Plan to join us on:

Date: Tuesday, March 4

Time: 4:30 – 6:00 p.m.

Place: Lecture Hall, 8-200

Reservations: FA Office, 292-2019
or via Outlook, Sonja Lenhard