

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

We begin the 2008–2009 academic year with record enrollments, a four-year contract overwhelmingly endorsed by the membership, and new and refurbished buildings. We have an interim college president, Dr. Lawrence Tyree. Larry strikes me as an accomplished, accessible, and affable higher education CEO. Although he is not (and as interim president cannot be) MCC's next president, his career reflects most of the qualities that the next president of MCC should have.

Yet a dark cloud hangs over the College because of last year's failed presidential search even though the parallel search committees and college constituencies identified two qualified candidates. In the final analysis, the search failed because the Board of Trustees was split and it became clear that the MCC presidential search was diminished by partisan political and personal divisions at the Board level. In response to these events and with careful and thoughtful deliberation, 99% of MCC's Faculty Association and CSEA employees voted to express no confidence in the MCC Board of Trustees' commitment to carry out a search process that was effective, politically non-partisan, and met the high standards established by SUNY guidelines for presidential searches. Some Board of Trustees members were disappointed that the vote was focused on the entire board. My response was

that although not all board members were guilty of causing this unnecessary outcome, the entire Board of Trustees was responsible for this outcome.

President Flynn, and subsequently Dr. Tyree, indicated the failed search was just a 'blip' on an otherwise very successful year. I am concerned that it is a serious indication that the Board of Trustees is seriously divided. Although Chairperson Guon has acknowledged that mistakes were made, no one has acknowledged responsibility or described those mistakes.

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Upcoming Membership Meeting

- **September 29 – College Hour**
Monroe A of the Warshof Conference Center, Brighton Campus and Room 4151 at the Damon Campus. The meeting will be video streamed.

Agenda

- ✓ Financial Report 2007-2008
- ✓ Proposed FA Budget and Dues Structure for 2008-2009
- ✓ Member update from President Charlie Clarke
- ✓ Member Concerns

Charlie Clarke, President; Taine Vinci, Vice President; Patricia Kress, Secretary; Renee Rigoni, Treasurer; Mike Goho, Teaching Director; John Wadach, Teaching Director; Anne Perry, Professional Staff Director; Paul Wheeler, Prof. Staff Director; Patricia Dano, Adjunct Director; Bethany Gizzi, Grievance Chair; Jeffrey Kiggins, Contract Chair; Ellen Mancuso, Legislative Chair; Cheryl Mahoney, Benefits Chair; Christine Casalinuovo-Adams, Institutional Chair; Regina Fabbro, Membership Chair; Kathy Baxter, Damon/Site Director

Now the Board composition has changed. MCC students elected a successor student Trustee, Devin Lynch. Governor Patterson appointed Mr. Howard Konar to the Board. Mr. Konar is Chair of MCC's Foundation Board and was a member of last year's Board of Trustees Presidential Search Committee. In turn, Mr. John Bartolotta was appointed at the July County Legislature meeting. Mr. Bartolotta is a founding member of the MCC Foundation Board. I am hopeful the appointments of Mr. Konar and Mr. Bartolotta will encourage all board members to leave their politically partisan hats at the door to the MCC board room.

So where do we go from here? I believe that we must all act in a manner that will, in retrospect, make the events surrounding the last year's presidential search just a 'blip'. We should continue to 'show up' at Board of Trustees meetings, mindfully listen and where appropriate assert our wisdom with the Board.

We must not respond to the disappointing events of last year with a dogmatism of opposition. Vague promises have been made. We need to clarify and confirm what these promises mean. Terri Tugel and I participated in a recent meeting with Chairperson Guon, Vice Chair Goode, student Trustee Lynch, President Tyree, Emeritus Presidents Peter Spina and Tom Flynn, SUNY Vice Chancellor for Community Colleges, Dennis Golloday, Secretary Nancy Price and Richard Degus to discuss the Presidential search. I communicated at this meeting that the search for a new president of MCC should:

1. Occur this academic year in the most transparent, effective, and expedient manner possible;
2. That the Board of Trustees should seek and ultimately select for recommendation to the Chancellor and Board of SUNY, the most experienced, accomplished and politically non-partisan higher education CEO to lead MCC;
3. That SUNY play, as appropriate, a more assertive role in guiding the search process;
4. That the Board of Trustees presidential search committee be representative of both the internal and external constituencies. More specifically, the leaders or designees of the two campus student governments, the Faculty Senate, the Faculty

Association, the CSEA, and the Foundation Board, should be members of the Board of Trustees Search Committee;

5. That the Board of Trustees strives to select a successor MCC president for recommendation to SUNY that clearly has the support of the key internal constituencies mentioned above.

Chair Guon indicated that at the next Board of Trustees meeting he will recommend that the search occur this year, that Vice Chair Goode head up the search, and that a new consultant be approved to guide the search. I was particularly heartened at this meeting when President Tyree observed that a non-traditional candidate that is qualified is different from one that is a politically pushed one. I believe that our collective confidence in the Board of Trustees will be significantly improved if these above recommendations are affirmed and acted on.

With civility, vigilance and diligence, this is a time for us to work together in the search for an accomplished successor president of Monroe Community College. I encourage all faculty, as their schedules permit, to attend Board of Trustees meetings. This will allow us to be collectively informed of the College's big picture. I am guardedly optimistic that we will have a successful presidential search. This will allow us to more completely focus on supporting student access and excellence in our attempt to become a college of choice for all citizens and in all programs.

I look forward to seeing as many faculty at our first FA membership meeting on Monday, September 29, during college hour in Monroe A.

“Give Us the Ballot, We Will Transform the South”

“So long as I do not firmly and irrevocably possess the right to vote I do not possess myself. I cannot make up my mind — it is made up for me. I cannot live as a democratic citizen, observing the laws I have helped to enact — I can only submit to the edict of others.”

~ Martin Luther King, Jr. Speech @ the Lincoln Memorial on Washington, May 17, 1957

I am often surprised to find faculty members who do not vote and/or are not registered because they do not think their vote makes a difference. In today's political arena it does! Consider that Al Gore lost the 2000 election in Florida by 537 votes! Those 537 votes represented enough electoral votes to have named him President. At MCC, we have 1,020 full and part-time faculty members ...so the MCC Faculty could have decided who the next President of the United States would be! Of course, with the assumption that 537 of us agreed and all lived in Florida, but I think I've made my point. Your vote is vitally important and *not voting is freely submitting to the “edict of others.”* In fact, 85% of the democrats in the 26th congressional district (formerly Tom Reynolds' District) who did not vote in the primary have already given their voice to someone else. In a surprising upset, Alice Kryzan won over union

endorsed and working-family-party's candidate, Jon Powers. As a result, there may be two competing democrats on the November ballot – Kryzan (Dem) and Powers (WFP) vs. Lee (Rep). Now, if you are Republican in that district, you are a happy camper to see the opposing vote split. If you are a Democrat, you are concerned. Of course, Powers could always throw his support behind Kryzan, but I use this example so everyone will see how important one vote can be. I personally don't care what your party registration is, I care that we all take the time to select our leaders and not abdicate our voice to the 57% of registered voters who vote. So if you are not registered, please reconsider – the deadline for registration is October 6. If you are registered, please vote and encourage your students to vote!

Ellen Mancuso, FA Legislative Chair

Faculty Council Meeting Schedule for Fall Semester, 2008

All meetings begin at 3:10 p.m.
and are scheduled in 3-115

September 10, 24

October 8, 22

November 5, 19

December 3, 17

Members are always welcome.
Please contact the FA at extension 2528
prior to attending.

FA Mediation Project

Attention All Unit Members!

The FA offers a private, confidential, and safe way to resolve interpersonal conflict in the workplace through the use of trained (faculty and professional staff) mediators. Mediation is strictly confidential and a process that treats all participants respectfully. Mediation is an opportunity to engage in addressing inter-personal conflict with no paper trail and no involvement from superiors, union or administrators. If you find yourself in need of this service, please contact:

Marlene Goho
Administrative Director, FA
292-2528

All Inquiries are confidential.

Faculty Association Finances 2008-2009

Dues are comprised of the NYSUT (state), AFT (national), and local dues (dues set by the Faculty Council and voted upon by the membership). Dues are based upon a unit member's ten-month salary so that ten and twelve month faculty are assessed on the same basis. In order to ensure the fund balance does not become insufficient nor oversized, the Faculty Council has proposed the following 2008-2009 budget (next page).

- **Adjunct Dues:** Adjunct dues will be unchanged, remaining \$12 plus 1% of salary deducted over five pay periods in fall and six pay periods in spring.
- **State and National Dues:** State and national dues were set at the NYSUT Representative Assembly in April, 2008. For the academic year 2008-09, state and national dues will be \$476.20 (for those earning \$30,000 and above). This is a total increase of \$17.80 from last year with NYSUT dues increasing by \$10 and AFT dues increasing by \$7.80. Overall, this increase amounts to \$.98 per period (18 pays).
- **Local Dues:** Local dues will not be increased and will remain at .26% of a member's ten-month salary or \$26 per \$10,000.

Proposed Dues Structure for 2008-2009 Illustration on \$45,000 Salary

The following tables represent the proposed dues structure for the upcoming year using an example of a ten-month salary of \$45,000. Local dues are calculated at .26% of the salary, and they are deducted over 18 pay periods beginning in September and ending the second pay in June.

Proposed Full-Time Faculty Dues Structure

Dues for 2007-08		Dues for 2008-09		Difference	
NYSUT	\$282.00	NYSUT	292.00	\$10.00	
AFT	176.40	AFT	184.20	7.80	
Local	104.00	Local	104.00	0.00	
Total:	562.40	Total:	580.20	Total:	17.80

Dues for Faculty who are Less than Full-Time

Salary Range	NYSUT/AFT Dues 2008-09	Change from 2007-08	FA Local Dues
\$29,999 to \$22,500	\$311.10	\$11.40	.26% of 10 month salary
\$22,499 to \$15,000	\$283.10	\$8.90	.26% of 10 month salary
\$14,999 to \$7,500	\$119.05	\$4.45	.26% of 10 month salary

**Monroe Community College Faculty Association
2007-08 Financial Summary and 2008-09 Proposed Budget**

Category Name	Budgeted 2007-08	2007-08 Expenses	Under/Over Budget	Proposed 2008-09	Under/Over 2007-08 Budget
Arbitration	2,000.00	0.00	-2,000.00	2,000	0
Benefits	31,000.00	29,122.76	-1,877.24	27,935	-3065
Books/Pub.	300.00	151.87	-148.13	300	0
Capital Equip.	* 1,550.00	1,513.80	-36.20	2,000	+450
Contributions	100.00	67.15	-32.85	200	+100
Equip/Maint.	300.00	0.00	-300.00	200	-100
Faculty Council	500.00	402.78	-97.22	750	+250
Hospitality	400.00	305.89	-94.11	500	+100
Member Outreach	** 4200.00	4,534.89	+334.89	5,000	+800
Negotiations	*** 1500.00	898.13	-601.87	1,500	0
Office Supplies	950.00	788.62	-161.38	1,050	+100
Organizations	100.00	125.00	+25.00	150	+50
Payroll	92,323.00	95,280.29	+2,957.29	90,188	-2135
Postage/Phone	**** 4,200.00	2,924.61	-1,275.39	3,000	-1200
Printing	200.00	0.00	-200.00	700	+500
Prof. Services	2,000.00	2,475.99	+475.99	2,500	+500
Refunds/Misc.	700.00	428.16	-271.84	700	0
Social	1,000.00	1,171.25	+171.25	2,000	+1000
Special Events	1,200.00	1,528.31	+328.31	2,000	+800
Travel/Conf.	8,000.00	7,415.61	-584.39	8,500	+500
Totals	\$152,523.00	\$149,135.11	\$-3,387.99	\$151,173	-\$1,350

Notes	* \$750 added to Capital Equipment, moving it from 800 to \$1,550
	** \$1,700 added to Membership Outreach, moving it from 2,500 to \$4,200
	*** \$1,000 added to Negotiations, moving it from 500 to \$1,500
	**** \$2,200 added to Postage/Phone, moving it from 2,000 to \$4,200
	In total, the Council added \$5,650, moving our budget from \$146,873 to \$152,523 after the FA Mid-Year Budget Report discussion during the 10 February 2008 Faculty Council meeting.

2007-08 Income	Amount	2007-08 Expenses	Amount	Balances	Amount
Dues	\$394,274.78	Payments to NYSUT	\$245,862.50	Available: 09/01/07	\$100,294.24
Interest—Vision	1302.53	Local Expenses	149,135.11	Total Income	+\$396,128.31
VOTE-COPE	351.00	Expense to be located	46.92	Total Expenses	-\$395,044.53
Other	200.00				
Total Income	+\$396,128.31	Total Expenses	-\$395,044.53	Available: 09/01/08	\$101,378.02

- Respectfully Submitted by Christopher Otero-Piersante and Renee Rigoni, Former and Current FA Treasurers respectively

Look at what's available to you!

Through your membership in NYSUT, you have access to a variety of programs and services endorsed by NYSUT Member Benefits Trust. Every endorsed program is monitored on a regular basis for participation, member satisfaction, utilization and product competitiveness.

<p>Insurance plans include term life, catastrophe major medical, disability, auto, home, boat, personal excess liability, long-term care, WrapPlan term life insurance coordination plan, accidental death & dismemberment, vision, and retiree dental.</p>	<p>Financial and legal services include online banking, mortgage services, credit monitoring service, consumer credit counseling services, and a legal service plan.</p>
<p>Discounts include OfficeMax, Bose, Dell Computers, Barnes & Noble.com, Working Advantage (discount tickets and more), Lifeline Medical Alert Service, car and truck rentals, Six Flags, The Buyer's Edge Buying Service, and HEAT USA. Be sure to check the Member Benefits Web site, www.memberbenefits.nysut.org, for particulars on these discounts, because some you can only receive by linking off the Member Benefits site. Many have unique ID numbers.</p>	<p>Other services include MAP (Member Assistance Program), an e-mail information service; payroll and pension deduction of Member Benefits-endorsed programs, which often yield reduced premiums or additional coverage; Consumer's Guides on Automobile Insurance, Homeowners and Renters Insurance, Legal Services, Long-Term Care Insurance, Long-Term Disability Insurance and 403(b) Plans; and MetDESK (Division of Estate Planning for Special Kids).</p>
<p>Workshops include Defensive Driving, Identity Theft, and Unraveling the Mysteries of Credit and Credit Reports. Workshops are scheduled by your local president, chapter leader, retiree council leader or retiree chapter leader.</p>	

To request more information, call Member Benefits at (800) 626-8101, e-mail benefits@nysutmail.org, or visit www.memberbenefits.nysut.org.

Some benefits may not be available in all local associations.

For information about these programs or about contractual expense reimbursement/endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits Trust or refer to your NYSUT Member Benefits Trust Summary Plan Description.

Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits Trust-endorsed programs.

