



Faculty Senate

Monroe Community College

March 30, 2017
Faculty Senate Meeting

PRESENT: E. Basnayake, M. Bates, E. Baxter, L. Blew, K. Borbee, A. Burns, B. Burritt, A. Colosimo, T. Custodio, B. Ellis, P. Emerick, M. Ernsthausen, K. Farrell, R. Fisher, A. Flatley, M. Heel, J. Hill, R. Horwitz, D. Lawrence, S. Lautenslager, G. Lynch, J. Mahar, J. McPhee, Murphy, M. Pentz, E. Putnam, M. Redlo, K. Rodriguez, R. Rodriguez, M. Sample, J. Santos, J. Scanlon, T. Schichler, J.C. Senden, C. Shanahan, C. Silvio, G. Thompson, M. Timmons, T. Vinci, J. Volland, J. Waasdorp, W. Wagoner, R. Watson, L. Zion-Stratton, M. Vest

STUDENT REPRESENTATIVE: E. Sargent

ABSENT: R. Babcock, S. Broberg, H. Chang, M. Connolly, M. Dorsey, D. Gasbarre, B. Grindle, H. Holevinski, A. Knebel, D. Lawrence, D. Mueller, R. Pearl, D. Rivers, R. Straubhaar, K. Tierney, H. Wynn-Preische, A. Zamiara

GUESTS: B. Gizzi, A. Mallory, A. Wade, H. Wheeler, E. Wirley

Meeting called to order at 3:35 p.m.

1. Announcements

M. Redlo made the following announcements:

- a) He shared the following event information from K. Lowe regarding extra credit opportunities for students during Enough is Enough week. He asked H. Murphy to email out to Senators.
 - A Walk in Their Shoes - Monday, April 3rd – 10:00 AM or 1:30 PM in the Forum
Willow Domestic Violence Center presents two 75-minute workshops where participants experience what survivors of dating and domestic violence manage every day, navigating the choppy waters of dangerous relationships. A representative from the Legal Aid Society of Rochester will be present to discuss available services.
 - Screening of Tough Guise 2 with Dr. Jackson Katz – Wednesday, April 5th from 7:00 PM - 9:30 PM in the MCC Theatre
Tickets are FREE for first 200 students with valid MCC ID; otherwise tickets are \$10 at the door.
Mentors in Violence Prevention (MVP) cofounder, Dr. Jackson Katz, is an international violence prevention educator, author, filmmaker and cultural theorist. Join Resolve of Greater Rochester and MVP-MCC for a screening of Tough Guise 2 and discussion with Dr. Katz.
 - One Love *Escalation* Workshop – Thursday, April 6th – 1:00 P.M. - 2:30 P.M. in the Forum
Escalation is a powerful, emotionally engaging 90-minute film-based workshop that educates students about relationship violence and empowers students to work for change. MCC students and staff members facilitate this workshop.
- b) The Faculty Senate will be sponsoring an Open Forum on Attendance, Withdrawals, and Financial Aid with Provost Wade & J. St. Croix on Wednesday, April 5, 2017 noon in Empire Room. He explained Dr. Wade was not able to attend a recent Faculty Senate meeting due to the weather. The Executive Committee suggested an Open Forum on this important topic would be a better venue allowing more participants to attend. He encouraged Senators to share the event information. H. Murphy will post the information in the Trib and send it out to Senators to share with their

constituents. A Senator asked if the event will be streamed. B. Burritt confirmed it is on their calendar.

c) Upcoming Events

Social Lunch April 10 & June 12 – noon 1:00 – Monroe B
Faculty Senate Meeting in April 13th – Monroe B

2. **Student Announcements**

E. Sargent, Vice President of Student Governance Association (SGA), made the following announcements:

- She gave an update on the Women's Week events.
- She asked for faculty to forward her any suggestions on how to engage students
- She announced the candidates for the upcoming SGA elections.

C. Shanahan on behalf of I. Williamson and Q. Britt, Student Events and Governance Association at DCC (SEGA), made the following announcements:

- There are promotional materials such shirts and buttons for the NDC.
- There was an open forum with Dr. Frater last week and a follow up forum in April.
- Involving campus population to help re-write the current constitution into an updated document
- 8 SEGA members will be attending the SUNY conference here at the Rochester Convention Center with hopes of gaining more knowledge of how to be the link between students, staff and faculty.

3. **Minutes**

- a) Minutes from the March 2, 2017 Faculty Senate Meeting were approved.
- b) Minutes from the March 16, 2017 Faculty Senate Meeting were approved.

4. **Action Items**

a) **Faculty Senate Statement of Student Support** (see attached Exhibit "A")

Motion to approve. Motion seconded.

Discussion: G. Thompson asked for quorum to be confirmed. M. Heel confirmed there is quorum.

Motion passes.

b) **Curriculum Committee: Proposed Revision to Faculty Senate Resolution 2.8.5**

E. Putnam presented the following amendment to Faculty Senate Resolution 2.8.5:

2.8.5 Approval

The sponsoring faculty member will initiate the approval process by completing the Application for Independent Study in the Curriculum Database. The following fields are required:

- a short descriptive title
- a prefix indicating the sponsoring department
- a statement indicating that the course is not an existing course in the MCC catalog
- the name and student number of the student
- the reason for the Independent Study
- the number of credit hours for the course
- the academic activities required for completion of the course
- the number of hours to be spent completing them in order to justify the number of credit hours to be awarded for the course
- how the grade is to be determined

The proposal must then be approved by the department chairperson, the appropriate Academic Dean and the Dean of Curriculum as indicated in the Curriculum Database.

Motion passes.

5. **Future Action Items**

a) **Proposed Academic Freedom Policy**

A. Colosimo stated the proposed Academic Freedom Policy was sent out to Senators prior to February break asking that feedback be sent to M. Ernsthausen. This feedback, if any, has not been shared. However, she understands the Faculty Association is not in favor of the proposed

policy as written. B. Gizzi stated she will be forwarding a memo from the FA to Provost Wade outlining the concerns and will share the memo with the Faculty Senate Executive Committee (FSEC). She stated the main issue is there is language that contradicts the FA contract, which is not acceptable.

6. **Standing Committee Reports**

In order to allow more time for discussion during the meeting, the standing committee chairs submitted their reports for Senators to review prior to the meeting. Questions and/or comments were taken regarding the following reports, as noted. NOTE: Due to the change in the Faculty Senate meeting schedule, not all standing committees will have a report at each meeting.

Academic Policies (A. Colosimo)

A. Colosimo reported the following:

- Academic Policies continues to work on amendments to resolutions regarding Course Information Sheets (resolution 1.10), Grades (1.1.5), and the Schedule Adjustment and Withdrawal Policy (1.1.6).
- The ad hoc committee examining the Student Opinions of Courses and Faculty Survey has reviewed practices at 13 regional schools. They are exploring the use of Blackboard to administer these surveys in the future and comparing costs for a several options. The committee will then shift their focus to developing and analyzing survey questions, including those appropriate for online courses.
- The BOT will be voting on the Transfer Credit Policy approved by the Faculty Senate in the spring 2016.

Curriculum Committee (E. Putnam)

See attached report (Exhibit B)

- E. Putnam stated the Curriculum Committee is working through the proposals in the GenEd Inventory however, in order to meet the ambitious timeline they will need extra help. She is proposing the GenEd Review Panels be given the authority to act on behalf of the Curriculum Committee in order to move through the remaining proposals. She will need the consent of the Faculty Senate to move forward.

Motion to authorize the three (3) GenEd Review Panels as an extension of the Curriculum Committee giving them the authority to act on its behalf. Motion seconded. No discussion. ***Motion passes.***

NEG (M. Heel)

M. Heel reported the following:

He shared the email from Dr. Wade to M. Redlo outlining the reason the proposed Faculty Senate Bylaws will not be presented at the April 3 BOT meeting. He explained with the weather and school cancelations delays were expected. In order to move forward NEG will be considering the following options and he asked for input from the Senators:

Option 1: Proceed with election as currently written. This would mean the work on the FS Bylaws would not move forward until after the 2 year term is completed.

Option 2: Proceed as proposed FS Bylaws suggests, where possible, moving forward with Senators elections in May and Officer elections in June.

Option 3: Hold all elections in June using the following timeline:

- June 5: Board of Trustee Meeting
- June 7-16: Call for Nominations
- June 19-23: Electronic Vote

He would recommend moving forward with Option 3 taking into consideration the circumstances and transparency of process.

Discussion:

- A question was asked to clarify if the Officer elections were held in June would there be a special election in order to fill an open Senator seat as a result of the Officer elections. M. Heel confirmed this would be the process, and special elections are held throughout the year for vacant seats.
- There was discussion clarifying each option and the process.

- It was asked if the BOT does not approve the proposed FS Bylaw Revision, then the current structure would remain. M. Heel confirmed this would be the process.
- A Senator asked if the extended timeline would allow for more time to ensure the constituency list and Senators distribution was correct given all the recent departmental changes. M. Heel confirmed this would be helpful however, as a result of current vote, he has an updated constituency list based on available information. He pointed out there will be many open Senator seats this year.
- M. Heel thanked the Senators for their input. He will work with NEG on a proposal and report back to the Faculty Senate at the next meeting.

Planning (P. Emerick)

P. Emerick reported the following:

Strategic Planning Grants

- He has met with President Kress regarding the Committee's Strategic Planning Grant recommendations. President Kress has agreed to fully fund the projects totaling \$26K. There is potential for the remaining funds not used could be applied to partially funded STEM grants.
- He suggested to President Kress the Planning Committee own the Strategic Planning Grants, improving the timeline allowing the process to begin in October rather than January. President Kress was agreeable and he hopefully this could happen.
- Once President Kress has contacted the awardees, he will announce the grant receipts in the Trib.

Strategic Plan

- The team is still meeting to discuss key performance indicators, which he hopes will lead to the potential for assessment of Plan.

Professional Development (G. Lynch)

G. Lynch reported the following:

- Dr. Wesley T. Hanson Award for Teaching Excellence – new deadline April 14th
- MCC Award for Excellence in Professional Service – new deadline April 14th

Questions:

- T. Vinci stated the SLCC recently discussed the extensive application process for these awards. G. Lynch stated this has been discussed however, they will revisit the issue.
- R. Watson asked if there was a way for teams to be nominated for the awards based on a joint teaching project. G. Lynch stated this could be possibly be accomplished by completing two application based on the criteria for an award. M. Redlo stated he does not believe this has been done before, however, this could be something the Committee could look into further.

SCAA (A. Flatley)

A. Flatley reported the following:

- She gave the following summary of the current searches:
 - Dean for the School of Health Sciences & Physical Wellness and the School of STEM – search has been finalized names put forward to administration
 - Associate VP Enrollment Management – search has been finalized names put forward to administration
 - Director of Public Safety – posting extended
 - Director of Facilities – posted
 - Dean for the School of Social Sciences and Global Studies and the School of Arts and Humanities – open forums continuing
 - Dean of Academic Foundations- ongoing.
 - Dean of Curriculum and Program Development- ongoing
 - Director of Athletics – posted
 - Director of Institutional Research – ongoing
 - Executive Director Foundations- posting extended
 - Director of Library - Fall 2017
- She explained the extensive time committee need to serve on a search committee; thanking those that have volunteered.

7. Old Business

a) Faculty Association Update (B. Gizzi)

B. Gizzi updated the Faculty Senate on the status of the contract negotiations regarding the changes to the academic calendar. The proposed 2018-2019 academic calendar was approved by the BOT, which has a start date of August 27, 2018. The FA and the Administrations' negotiating teams have met and exchanged documents back and forth since December 2016. She pointed out the FA documents have been in the form of proposals. In contrast, the Administration documents have been more like resolutions than proposals, with a series of whereas statements including language about Middle States and the Faculty Senate, which is not appropriate contract language. The FA has focused its discussion on the contractual issues and articles that need to be addressed. She explained the FA is not debating the calendar again. The FA assumed Administration is of the same mind in terms of what they wanted. However, the lack of progress indicates the Administration has not made up its mind about what they want as an outcome. She explained she believes this is the case since Dr. Wade made it very clear to the Faculty Senate there needs to be an academic calendar that is compliant and there needs to be a permanent solution to this issue of compliance. However, the Administrations' negotiating team has not taken the same approach; instead suggesting that we may not need to alter the calendar and/or contract permanently because this may be only a temporary or occasional problem. B. Gizzi stated she believes there needs to be conversations among the Administration on how to resolve this issue moving forward so the Administrations' negotiating team can be fully empowered to negotiate the implications of what it means to change the calendar.

B. Gizzi expressed her concern regarding a memo the FA negotiation team received from M. Fingar, the Administration negotiating team's chief negotiator. B. Gizzi explained the memo was inaccurate and implied a divide between the FS and FA, which is a strategy Administration uses. The FA is very frustrated by the perception that the FA is standing in the way of what the FS wants to accomplish. The FA negotiating team developed a counter-proposal and a response memo, which includes survey results supporting the FA's position. The memo was endorsed by the FA Executive Council and will be sent out to the administration's negotiation team by 3/31, as well as to the FS Executive Committee.

She further stated the memo from M. Fingar also suggested they declare an impasse and go into mediation. B. Gizzi explained what is being discussed is a change to the current contract which has already been approved by all parties effective through August 31, 2018, so if the College wants faculty to come to work on August 27, 2018, they will have to negotiate a change. The FA will not go into mediation to make this happen.

b) Faculty Senate Resolution: Right to Return Policy

M. Redlo explained there have been issues stemming from internal candidates taking Administration positions and what happens to tenure and rank if they return to their teaching positions. At the last FS Meeting J. Hill presented a draft Resolution for the EC to review.

He reviewed an email he received from Dr. Wade, which was sent out to Senators prior to the meeting (attached Exhibit C). He explained moving forward on the discussion he has asked A. Colosimo to take the lead since she has been involved from the beginning.

A. Colosimo began by reviewing the following timeline regarding the FS tenure and right to return discussions:

- President Kress 2/13/17, via SLCC memo: No MCC internally-hired deans except those hired by McDonough ever had a right to return; this isn't equitable; tenure carries with it a \$\$ value
- President Kress 3/2/17, Senate meeting: Internally hired deans could not retain the right to return; they are then not truly "at will" employees

- Faculty Senate 3/16/17 memo: Internally hired deans have a long-standing history of retaining the right to return with tenure and rank.
 - There are several instances among the professional staff where some w/the same title have tenure and some do not.
 - Please delay offerings in current dean searches until we reach consensus on practice
- 3/22/17, memo to the Senate:
 - My policy hasn't changed "administrators, who had earned tenure as MCC faculty and seek a return to faculty, should not lose tenure upon return."
 - Believed internal candidates requested dual dean-faculty status
 - Does not make individual agreements w/people, unlike previous admins
- Provost Wade 3/28/17 email:
 - Dr. Kress is requesting a Senate recommendation on this matter by 5/30/17
 - Should offer same opportunities to internal and external candidates
 - Internal candidates in current dean searches will have one year to return to faculty w/o question w/rank and tenure if they do not approve of agreed-upon process

Senators were emailed, prior to the meeting, a revised version of the proposed Resolution presented by J. Hill at the 3/16/2017 meeting, along with the response from President Kress to the Faculty Senate memo dated March 16, 2017.

A. Colosimo and J. Hill presented the final revised version of the Resolution (see attached Exhibit D pointing out the changes including use of the term "right to return". Senators were asked for their feedback.

Questions:

- There were questions asking for clarification on what was being discussed and the feedback needed.
- E. Baxter shared feedback from her constituents on the original proposed Resolution, some believe this may be crossing contract issues with Faculty Senate issues.
- J. Waasdorp shared on behalf of her constituent, they do not want to be stuck with an administrator they did not want to work with and should be hired as "at will" employees.
- J. Mahar agrees this Resolution (Exhibit D) is a good place to start the discussion but does not believe this should be where the discussion ends. He would like to have a committee formed by the Faculty Senate to look into this issue further. There was discussion regarding this possibility of using the proposed Resolution as background for the discussion and creating a memo for the Faculty Senate responding to the President's request (Exhibit C). The Committee would be tasked with ensuring the barriers between Faculty Association and Faculty Senate were not crossed.
- B. Gizzi pointed out J. Hill is the FA Institutional Chair and a member of the FA Executive Committee, her role is to balance FS and FA. She received feedback from the FA Executive Committee, resulting in some language changes. She believes J. Hill did an excellent job distinguishing between the two entities, pointing out they are in fact related which cannot be ignored. B. Gizzi stated she has no concerns and this is something that can go forward with the proposed Resolution (Exhibit D) without violating the Contract.
- R. Watson stated this sounds as if this is a fail-safe for faculty who go into administration and the position does not work out. She asked for clarification on whether a person could return to a position after one-year if it does not work out. She pointed out an issue with returning to a position not available.
- T. Vinci clarified the one-year limit was stated in the request from Provost Wade, not the proposed Resolution (Exhibit D), and only applies temporarily to the current Dean candidates offered a position. Dr. Wade pointed out this clause was to allow the current Dean searches to continue while allowing the conversation to move forward on the issue.
- A. Burns pointed out the discussion may be suggesting the proposed Resolution (Exhibit D) be used as a response to the President's request (Exhibit C). However, she would like to express some concern regarding the request from President Kress and some inconsistencies that need to be addressed. For example, should the FS respond/discuss the idea that internal and external

candidates should be equitable? A. Colosimo agreed and believes the proposed Resolution could be part of a response, pointing out equitable does not necessarily mean the same.

- There was discussion regarding the right to return as it can only apply to internal candidates.
- J. Santos asked for clarification if this proposed Resolution (Exhibit D) would be a permeant policy. A. Colosimo responded explaining this Resolution would allow this process to be codified. She pointed out all policies need to be approved by the BOT.

- R. Horwitz read the following feedback from a constituent addressing her concerns regarding the request from President Kress:

- A one-year right to return is not long enough.
- There is no reason why the opportunities offered to internal and external candidates should be the same. Someone who left an educational institution has given up tenure by leaving that position. Someone who is currently tenured at MCC, and is staying at MCC, should not be expected to relinquish tenure. There is no tenure associated with the administrative position itself, but tenure in the faculty position is not terminated by switching to an administrative role. This tenure is linked with the faculty position, which is in suspended animation while the person is fulfilling a different role at the college, and will resume when and if the individual chooses to return to the faculty position at a later date. This has been our practice at MCC for decades, and I see no reason why it should be changed now. If others in the Senate feel as I do, then the Senate will not be able to present a plan to Dr. Kress that fulfills her requirements.

- A. Colosimo stated the one-year limit was suggested so the Dean searches could move forward. Dr. Wade pointed out the one-year is to allow the conversation to continue.

- There were questions and discussion clarifying the message and intent of the ongoing conversations. It was clarified the discussion is around the right to return with tenure and rank and not to retain tenure in an administrative role.

- H. Williams asked for clarification on what was currently being discussed, the proposed Resolution or the request from President Kress. A. Colosimo agrees these are two different discussions; however, conversations are warranted at this time. H. Williams respectfully requested the discussion be handled one item at a time.

- E. Baxter supports J. Mahar's proposal to form a committee to draft a memo responding to the request by President Kress.

- J. Mahar made a motion to have a committee of five (5) draft a memo to respond to request by President Kress by the May 18 Faculty Senate meeting. [Motion not seconded]. There was discussion clarifying the motion and intent going forward.

- B. Gizzi stated her department has reviewed the Resolution and the Senators are ready to vote.

- H. Williams stated her constituency has not had an opportunity to offer proper feedback on the proposed Resolution since this was listed as Old Business not an Action Item. So she along with C. Silvio would not be prepared to vote. It was pointed out this was email out to Senators, with instruction to be prepared for a vote at this meeting.

Motion: T. Vinci made a motion to vote on the proposed Faculty Senate Resolution – Right To Return (Exhibit D). Motion seconded.

Discussion: A Senator asked for a few minutes to confer with the other department Senator.

Motion passes.

Motion: Motion to approve the Faculty Resolution – Right to Return (Exhibit D). Motion seconded. No discussion.

Motion passes.

Motion: Motion to form a committee five (5) Senators to draft a response to the email from Provost Wade dated March 29 (Exhibit C) and present it at the May 4 Faculty Senate meeting for possible vote and discussion. Motion seconded.

Discussion: There were questions clarifying the process. A. Colosimo agreed to chair the committee.

Motion passes.

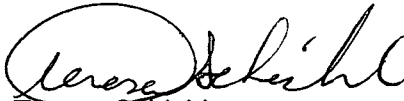
8. **New Business** No new business.

Faculty Senate Meeting adjourned 4:57 p.m.

Respectfully submitted,



Mitchell H. Redlo
President
Faculty Senate



Teresa Schichler
Secretary
Faculty Senate

Minutes approved at May 4, 2017 Faculty Senate meeting.

Faculty Senate Statement of Support and Commitment

As a Faculty Senate, we represent teaching- and non-teaching professionals committed to helping students transform their lives through the pursuit of higher education. As educators, we have a unique responsibility to support and welcome all, and we recognize the impact that political decisions and public discord may have on our students, especially those who come from other countries.

Now more than ever, we need to ensure we are building global engagement and understanding in the MCC community. We do this by creating safe places for our students to express their thoughts and opinions, engaging in civil conversations, learning our students' stories, modeling respectful behavior, staying informed about world events that impact our students, and valuing and seeking to understand those who are different from us.

Exhibit B



Monroe Community College
STATE UNIVERSITY OF NEW YORK

Curriculum Proposals Committee Report Faculty Senate Meeting March 30, 2017

The Curriculum Committee has given final approval to:

Course Revision:

[2016-CR74-Spring](#) NUR 111 Fundamentals of Nursing - WR

Course Deactivations:

[2016-CD93-Spring](#) ART 107 Watercolor/Water-based Media

[2016-CD84-Spring](#) ATP 165 Introduction to Automotive Hybrid Technology

[2016-CD90-Spring](#) FPT 144 Firefighter Core Competencies Update and Refresher IV

[2016-CD91-Spring](#) HMN 106 Humanities Special Focus - WR

[2016-CD92-Spring](#) HMN 110 Self-Reliance - WR

[2016-CD83-Spring](#) PST 113 Hazardous Materials: First Responder Operations

[2016-CD82-Spring](#) PST 146 Hazardous Materials: Characteristics and Behavior

[2016-CD88-Spring](#) PST 160 Acute Traumatic Stress Management

[2016-CD87-Spring](#) PST 210 Managing the Mass Casualty Incident

[2016-CD86-Spring](#) PST 250 Pathway to Effective Leadership

[2016-CD85-Spring](#) PST 251 Understanding and Motivating Others

[2016-CD94-Spring](#) SPT 242 Speaking in Professional Situations

[2016-CD95-Spring](#) PST 252 Understanding the Group: A Leader's Challenge

General Education Revisions:

[Athesia Benjamin-12/11/2016-GE-1](#) ART 101 Art Essentials

[Franzie Weldgen-12/11/2016-GE-1](#) ART 104 Drawing I: Foundation

[Jason Smith-11/18/2016-GE-2](#) ART 109 Two Dimensional Design: Foundation

<u>Michelle Parker-10/25/2016-GE-2</u>	PSY 202	Developmental Psychology - Adolescence
<u>Michael Ofsowitz-11/05/2016-GE-1</u>	PSY 205	Social Psychology
<u>Cathryn Smith-10/19/2016-GE-10</u>	ENG 203	American Literature to 1865
<u>Cathryn Smith-10/19/2016-GE-12</u>	ENG 208	Literature of the Bible
<u>Cathryn Smith-10/19/2016-GE-23</u>	ENG 225	Contemporary Poetry
<u>Cathryn Smith-10/19/2016-GE-24</u>	ENG 226	LGBTQ Literature - WR
<u>Cathryn Smith-10/19/2016-GE-30</u>	ENG 251	Technical Communication-WR
<u>Cathryn Smith-10/19/2016-GE-2</u>	ENG 108	Literature of the Holocaust
<u>Cathryn Smith-10/19/2016-GE-25</u>	ENG 230	Mythology
<u>Heather Chang-10/31/2016-GE-3</u>	THE 111	Introduction to Technical Theatre
<u>T. Hillabush Walker-11/17/2016-GE-1</u>	COM 101	Introduction to Mass Media
<u>Pirooz Kalayeh-12/05/2016-GE-6</u>	COM 264	Video Production II
<u>T. Hillabush Walker-11/18/2016-GE-1</u>	COM 270	Media and Society
<u>Cathryn Smith-10/19/2016-GE-35</u>	PHL 102	Introduction to Logic - WR
<u>Judy Kaufman-10/06/2016-GE-1</u>	BIO 117	Basic Consumer Nutrition
<u>Charles Wuertzer-10/11/2016-GE-1</u>	BIO 144	Human Anatomy and Physiology I
<u>Charles Wuertzer-11/08/2016-GE-1</u>	BIO 145	Human Anatomy and Physiology II
<u>Gordon Dutter-11/06/2016-GE-2</u>	HIS 154	Modern East Asian History - WR
<u>Kara Tierney-10/06/2016-GE-1</u>	CHE 151	General College Chemistry I
<u>Lydia Tien-10/08/2016-GE-1</u>	CHE 152	General College Chemistry II
<u>Michael Boester-11/22/2016-GE-2</u>	GEG 200	World Regional Geography
<u>Michael Boester-11/22/2016-GE-6</u>	GEG 218	Political Geography
<u>Amanda Colosimo-10/20/2016-GE-1</u>	GEO 102	Historical Geology
<u>Jason Szymanski-11/22/2016-GE-1</u>	GEO 105	Astronomy
<u>Jessica Barone-11/03/2016-GE-2</u>	GEO 115	Introductory Astronomy Laboratory
<u>Amanda Colosimo-10/20/2016-GE-4</u>	GEO 200	Geology of the National Parks (formerly GEO 150)

Jessica Barone-11/03/2016-GE-4	GEO 210 Environmental Geology
David Shaw-01/25/2017-GE-1	MUS 109 Music Theory I
David Shaw-10/17/2016-GE-1	MUS 201 History of Music I
Joan Mullaney-01/08/2017-GE-10	SBS 125 Women's Issues: The Pursuit of Options
Louis Silvers-11/03/2016-GE-4	CHI 102 Elementary Chinese II
Jason Flack-12/13/2016-GE-3	PHO 101 Photography for Non-Majors I
Jason Flack-12/07/2016-GE-1	PHO 140 History of Photography: Early
Chris Biehler-11/12/2016-GE-2	ECO 112 Principles of Macroeconomics
Mark Harris-10/26/2016-GE-1	MTH 141 Technical Mathematics II**
David Shaw-01/24/2017-GE-1	MUS 126 Applied Piano Minor I
John Nyerges-10/24/2016-GE-1	MUS 129 MIDI Recording Techniques
David Shaw-12/12/2016-GE-1	MUS 202 History of Music II
Gordon Dutter-10/14/2016-GE-4	HIS 109 Global History I: to the 1500s
Gordon Dutter-11/06/2016-GE-1	HIS 110 Global History II: Since the 1500s-WR

The Curriculum Committee has posted for faculty review until 3/24/17:

Course Deactivations:

2016-CD97-Spring	HUM 202 Human Service Systems
2016-CD96-Spring	HUM 212 Field Work in Human Services IV
2016-CD98-Spring	ECE 252 Designing Environments and Curriculum for Infants and Toddlers
2016-CD99-Spring	ECE 253 Professionalism in Early Care and Education

New Course:

2016-NC21-Spring	HSM 108 Introduction to Intelligence Processes
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Course Revisions:

2016-CR72-Spring	SOC 205 African-American Family - WR
2016-CR73-Spring	IDE 131 Building Information Modeling
2016-CR79-Spring	BUS 275 Business Cooperative Education

General Education Revisions:

James Downer-11/16/2016-GE-2	AAD 105	Typography
James Downer-10/24/2016-GE-1	AAD 108	Ideation: Illustration and Design
James Downer-11/16/2016-GE-3	AAD 112	Graphic Design 1
James Downer-10/24/2016-GE-2	AAD 160	Graphic Illustration: Vector Drawing
James Downer-10/21/2016-GE-1	AAD 256	Motion Graphics
James Downer-11/16/2016-GE-1	AAD 260	Applied Imaging, Raster Graphics
Patricia Kress-10/07/2016-GE-1	PSY 150	Psychology of Human Sexuality
Wanda Willard-10/31/2016-GE-2	PSY 230	Mysteries of Sleep and Dreaming
James McKenna-11/07/2016-GE-1	HED 110	Disease Prevention and Healthy Lifestyles
Louis Silvers-01/23/2017-GE-1	SPA 141	Spanish for the Health Professions
Matthew Fox-10/21/2016-GE-3	REA 101	Critical Reading-WR Disability Across the Lifespan Strategies for the Human Services
Eileen Radigan-11/23/2016-GE-2	HUM 210	Worker Special Issues in the Field of Alcoholism/Chemical
Elizabeth Mandly-11/15/2016-GE-3	ACD 245	Dependency/Substance Abuse
Sandra McCormack-10/06/2016-GE-7	CIS 100	Information Processing Fundamentals
Jason Flack-12/13/2016-GE-1	COM 267	Video Editing
Jasna Bogdanovska-12/06/2016-GE-3	PHO 223	Photojournalism and Documentation
Suzanne Long-11/14/2016-GE-2	AGS 150	General Microbiology for Food and Agriculture
Michael Boester-11/22/2016-GE-5	GEG 215	Geography of Tourism Destinations
George Fazekas-02/01/2017-GE-1	CPT 101	Programming in Python
Rick Costanza-01/24/2017-GE-1	EDU 125	Technology in Education
Marc Connolly-02/10/2017-GE-5	FPT 215	Hazardous Materials Technician
Jonathon Little-11/17/2016-GE-3	GEG 239	Capstone in Geospatial Technology
Amanda Colosimo-10/20/2016-GE-2	GEO 103	Great Mysteries of the Earth
Dawn Murphy-12/06/2016-GE-3	ART 121	Perspectives of Art History III: Non-Western Art

Cathryn Smith-12/12/2016-GE-1	HMN 220	Western Humanities I - WR
Cathryn Smith-12/15/2016-GE-1	HMN 221	Western Humanities II - WR
Jason Smith-11/18/2016-GE-1	ART 108	Sketchbook: Processes and Materials
Michael Boester-11/22/2016-GE-1	GEG 102	Human Geography

The Curriculum Committee has posted for faculty review until 4/4/17:

New Course:

2016-NC22-Spring	PHY 105	Automotive Physics
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General Education Revisions:

Cathryn Smith-11/22/2016-GE-1	HMN 101	Humanities: Experiencing Culture - WR
Rebecca Horwitz-10/11/2016-GE-1	PSY 100	Psychology of Interpersonal Relationships
Joan Mullaney-01/05/2017-GE-1	HUM 101	Introduction to Human Services
Joan Mullaney-01/08/2017-GE-7	HUM 112	Field Work in Human Services II
Joan Mullaney-01/05/2017-GE-2	HUM 102	Basic Helping Skills
Joan Mullaney-01/08/2017-GE-5	HUM 106	Human Services Focus
Eileen Radigan-11/14/2016-GE-1	HUM 130	Introduction to the Disability Support Services Field
Eileen Radigan-11/23/2016-GE-3	HUM 230	Individualized Planning and Documentation for Disability Support Services
Eileen Radigan-11/23/2016-GE-5	HUM 236	Contemporary Issues in the Field of Disability Support Services
Rick Costanza-02/10/2017-GE-1	SVL 101	Service-Learning Seminar
Elizabeth Kelly-11/02/2016-GE-6	PPE 271	Issues and Perspectives in Sport Science
Elizabeth Kelly-10/30/2016-GE-1	PPE 175	Philosophy and Principles of Physical Education and Athletics- WR
Tori Matthews-01/20/2017-GE-1	BIO 134	Essentials of Human Anatomy and Physiology I
Joanna Tsai-12/20/2016-GE-1	BIO 135	Essentials of Human Anatomy and Physiology II
Maria Savka-11/04/2016-GE-1	BIO 120	Essentials of Life Science
Jason Szymanski-11/23/2016-GE-5	GEO 220	Geology of New York State
Krista Rodriguez-01/13/2017-GE-4	DAS 120	Clinical Dental Assisting Practice

<u>Penny Sayles-10/19/2016-GE-2</u>	HED 116	Issues in Child Development and Health
<u>Penny Sayles-10/19/2016-GE-1</u>	HED 130	Foundations of Personal Health and Wellness
<u>Deneen Rhode-10/27/2016-GE-1</u>	HED 207	Emotional Wellness
<u>Joseph Scanlon-11/17/2016-GE-5</u>	POS 234	Model United Nations - WR
<u>Susan Belair-12/20/2016-GE-1</u>	SOC 216	Special Topics in Sociology - WR
<u>Susan Belair-10/07/2016-GE-1</u>	SOC 101	Introduction to Sociology - WR
<u>William Drumright-11/01/2016-GE-1</u>	HIS 275	History and Cultural Analysis of the Holocaust, Genocide, and Human Rights - WR
<u>Rebecca Horwitz-10/11/2016-GE-3</u>	PSY 200	Behavior Modification
<u>Mark Sample-11/22/2016-GE-1</u>	HIS 102	Introduction to African-American Studies - WR

Exhibit C

Email from Dr. Wade to M. Redlo dated March 29, 2017

Professor Redlo,

On Tuesday, March 21, I met with the Chairs and Deans group. Although this was a regularly scheduled meeting, the Chairs Network requested that there be discussion related to the status of faculty holding rank and tenure who may be hired into permanent positions as Deans. After the meeting and lengthy discussion, I drafted a document that summarized their perspectives and met to discuss them with Dr. Kress on March 27.

In response to the concerns I presented at this meeting, as well as concerns also expressed by Faculty Senate and the Faculty Association, Dr. Kress is requesting that the Faculty Senate draft a recommendation to address the status of employees holding rank and tenure who may be hired into administrative positions and submit it to her by May 30. This recommendation should be simple and offer the same opportunities to internal and external candidates. Please note that these are non-contract positions, so the language should not suggest that it serves as or is a substitute for a collective bargaining agreement. This recommendation will be reviewed by the College's legal counsel and Administration. Any future terms of employment will be visible to the Board of Trustees at the time that candidates are presented for approval of hire.

Since there are several Dean searches in progress, any internal candidate who is offered a Dean position currently open will be given the option for one year to return to the faculty position without questions or delay, maintaining previously earned rank and tenure.

Please let me know if you have questions or concerns.

Sincerely,

Andrea

Andrea C. Wade Provost and Vice President, Academic Services

Exhibit D

Faculty Senate Resolution on Right to Return Policy

Whereas Monroe Community College grants rank and tenure to its faculty under guidelines documented in the Faculty Association contract; and

Whereas in the past the College has encouraged qualified faculty to consider administrative positions as professional development opportunities; and

Whereas the College has a longstanding tradition and practice of maintaining its commitment to tenure and the right of return to tenured faculty hired in administrative roles at MCC; and

Whereas the experience of the faculty has been that maintaining the right of return with tenure for those serving in administrative jobs has often been based on good faith rather than as a provision in a contract; and

Whereas the actual number of past instances of tenured faculty serving in administrative positions seeking to return to their prior roles has been very few in number, be it

Resolved that the right for any tenured teaching or non-teaching faculty (hereafter referred to as "Faculty member"), be guaranteed the following provisions when offered a non-contract position:

1. The Faculty member will retain the "right to return" to the department/office and position vacated. If an open position is available within the department/office, the Faculty member shall submit a written request to the position to the area supervisor or department chair, without reapplication to the College. If an open position is not available, the Faculty member will be offered the opportunity to retrain for an equivalent position at the College in accordance with Monroe Community College Faculty Association Contract Article 8, Section F;
2. The Faculty member, upon return to a contract position, will be returned with earned tenure and rank held at the time they left the bargaining unit;
3. The Faculty member, upon return to a contract position, will have their salary adjusted according to guidelines established in the Faculty Association contract, consistent with the new role or position being assumed or assigned; and be it further

Resolved that the "right to return" option may be invoked by either the Faculty member or Administration without explanation at any point during the Faculty member's employment as a non-contract employee, and be it further

Resolved that for any tenured Faculty member at MCC, said tenure shall not be rescinded or abridged provided that the individual has followed all proper policies as outlined by the Faculty Association contract and College; and be it further

Resolved that, as a result of this policy, the College shall not in any way discriminate against employees with tenure, or those expressing a wish to retain tenure, when considering candidates for open administrative positions for which an internal Faculty member is qualified.