



October 29, 2015

TO: Anne Kress, President, Monroe Community College
Mark Ernsthausen, President, Faculty Senate
Tom Pollizi, President, CSEA
John Bartolotta, Chair, MCC Board of Trustees
Barbara Lovenheim, Chair, Personnel and Programs Committee
Howard Konar, Chair, Finance and Facilities Committee

FROM: Bethany Gizzi, President, Faculty Association

RE: Faculty Resource Committee

In response to the October 15th memo and the President's Wednesday Message in the MCC Daily Tribune on October 28th, I wanted to clarify some misunderstandings about the Faculty Resource Committee (FRC) and the Faculty Association's interest in reconvening it.

During discussions in September and October, the FA Executive Committee and Faculty Council decided to reconstitute the FRC. I then discussed the committee with Mark Ernsthausen and James Murphy, in the hopes that both the Faculty Senate and the Chairs' Network would be interested in reviving what has been a long-standing, cooperative committee of both FA and FS representatives. I am concerned that any anxiety that may have resulted from discussions about the FRC may be the result of misrepresentations of these conversations.

Both the memo of October 15th and the message of October 28th focus on the role this committee plays in response to a reduction in force. Although the FRC is formally referenced in Article 8 of the contract, the committee has historically worked on issues related to enrollment, the master schedule, and employee seniority lists, in addition to the contractually referenced role in reassignment and reduction in force. The FA's interest in reconvening the FRC is based on a desire for a collaborative and inclusive approach to college-wide discussions about declining enrollment, a changing master schedule, and support of and for our faculty.

With the high levels of employee turnover among upper level Management over the past several years, it has increasingly become routine for the Faculty Association to closely review and add corrections to errors in position titles, appointment titles, years of service, salary equity qualifications of our members, as well as cross check that the records of seniority of our members are being properly kept. On this last issue, Faculty Council has recently found inconsistencies and lack of clear records and defined process when it came to the specific issue of employee seniority campus wide. In an effort to aid Management, Faculty Council

determined that the FRC - a joint committee with members from the Faculty Senate, Faculty Association, and Chairs' Network - would be the best place to begin the process of establishing clear records of seniority as well as detailing a future process that would ensure that members' rights under our collective bargaining agreement were properly protected.

Faculty Council hopes that the October 28th message to the entire college community doesn't give the wrong impression of the task of the FRC in its ongoing work. We are in complete agreement that rumors have no constructive place in institutions of higher education and we would be very glad to answer any concerns or questions you might have about the important work of the FRC.