



Faculty Senate

Monroe Community College

May 4, 2017
Faculty Senate Meeting

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

STUDENT REPRESENTATIVE: C. Gomez, J. Pfaff

ABSENT: S. Broberg, M. Connolly, T. Custodio, B. Ellis, H. Holevinski, A. Knebel, D. Lawrence, D. Mueller, R. Pearl, D. Rivers, J.C. Senden, J. Waasdorp, A. Zamara

GUESTS: B. Gizzi, T. Keys, A. Leopard, A. Mallory

Meeting called to order at 3:36 p.m.

1. Announcements

a) M. Redlo announced the upcoming events:

- Social Lunch June 12 noon – 1:00 – Monroe B

- Faculty Senate Meetings

May 18 – Monroe B

June 8 – All College Meeting – Monroe B

June 22 - 1:00 – 2:00 in 8-100 (newly added at the request of NEG & Curriculum Committees)

M. Redlo asked for input on the issue of the Academic Awards being scheduled on May 18 at the same time as the Faculty Senate meeting. There was discussion about how to address this conflict. After taking a poll of who would be attending, it was agreed not to change the meeting.

b) A. Colosimo gave the following Shared Leadership Coordinating Council Update:

- SLCC was charged by the President with reviewing the hiring process with a focus on retaining and recruiting diverse candidates. SLCC is looking for as much feedback as possible. After the meeting H. Murphy will forward the draft recommendation to review along with the charge to share with constituents. Please forward any feedback to A. Colosimo.

2. Student Announcements

C. Gomez gave the following Student Government Association update:

- The SGA Officer elections are currently being held via Blackboard

- She gave an update on the end of the semester events sponsored by the SGA

3. Approval of the Minutes

a) **March 30, 2017 Faculty Senate Meeting**

Motion to approve. Motion seconded. No discussion. **Motion passes.**

b) **April 13, 2017 Faculty Senate Meeting – approve**

Motion to approve. Motion seconded. No discussion. **Motion passes.**

4. **Action Items:**

a) **Curriculum: Program Deactivation: Liberal Arts And Sciences: Humanities And Social Science (A.A.) 2016-PD3 Spring**

E. Putnam presented the Program Deactivation for Liberal Arts And Sciences: Humanities And Social Science (AA).

Rationale:

Per the recommendations of the Liberal Arts Council, the college will be incorporating all elements of this degree into the LA04 General Studies, including completion of General Education requirements. There are currently a small number of students in this program (20-25). The English/Philosophy department currently offers three AA degrees.

There was no discussion. **Passed.**

b) **Faculty Senate Response to President Kress/Dr. Wade request re: Right to Return**

A. Colosimo reviewed the draft memo.

Motion to approve the memorandum as written. Motion seconded.

Discussion: No discussion.

Motion passes.

Approved memo attached as Exhibit A.

c) **NEG: Faculty Senate Election Proposal (Option 2)**

M. Heel explained the Faculty Senate consensus at the April 13 Faculty Senate meeting was to move forward with the ½ loaf option regarding the election process: Senator elections in May and Officers election in June. In order to move forward there will need to be a vote to temporarily suspend the rules outlined in the Faculty Senate Resolution.

M. Heel made a motion to temporarily suspend Faculty Senate Resolutions 6.1.2 (2-4) and 6.1.4 (1-2) as they pertain to the timing of elections.

Motion seconded.

No further discussion

Motion passes.

d) **Proposed Academic Freedom Policy**

M. Redlo tabled the vote on the proposed Academic Freedom Policy. A. Colosimo explained she provided Dr. Wade with the feedback that the Faculty Senate would unlikely approve the proposed Academic Freedom Policy as written until the concerns of the Faculty Association have been addressed. B. Gizzi confirmed she met with Dr. Wade to address the issues. Dr. Wade indicated she would forward an edited version to the FS and FA for review.

5. **Future Action Items:**

a) **NEG: Proposed amendment to Faculty Senate Resolution 6**

M. Heel presented the proposed amendment to Faculty Senate Resolution 6. He reviewed the proposed changes and provided the following summary:

- Majority of the changes is aligning the language with the FS Bylaws

- Updating the sections regarding the representative for the FCCC and MCC Association Board – pointing out the major changes

The documents will be sent out to Senators for review and to obtain any feedback from constituents.

He explained the proposed revision will be voted on at the May 18 Faculty Senate meeting, emphasizing the importance of the vote since it addresses the timing of the elections. He pointed out the amendments to the Faculty Senate Resolution do not need to be approved by the Board of Trustees.

b) **Proposed Cyber Awareness and Education Policy**

A. Colosimo explained E. Wirley will be attending the May 11 Executive Committee to discuss the proposed policy. She encouraged Senators and their constituents to forward any additional feedback to her.

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 the Student Program, Grades, Scheduling Adjustment and Withdrawal, and Course Information Sheet resolutions
- Colosimo is meeting with Provost Wade to craft a charge for an ad hoc committee in the fall 2017 semester to investigate data related to faculty-initiated withdrawals.
- The Committee is reviewing the Incomplete Policy and asked Senators to forward their department incomplete policies to her.

Curriculum Committee (E. Putnam)

See attached report (Exhibit B)

NEG (M. Heel)

M. Heel reported the following:

- He will be notifying Senators up for re-election in the upcoming week. He will also ask for them to confirm their constituency list.

Planning (P. Emerick)

No report.

Professional Development (G. Lynch)

G. Lynch reported the following:

- May 31st: Subverting borders: A Global Education And International Services Professional Development Workshop Featuring Gazi Kapllani, Author Of A Short Border Handbook, faculty and student panels, & specific ideas to increase your knowledge & skills
- JUNE 5 – 9: PROFESSIONAL DEVELOPMENT WEEK featuring 31 sessions, a day devoted to wellness and change management, & the annual TCC workshop (Cultivating a Growth Mindset)
- The week of June 19: DEPARTMENT CHAIR TRAINING facilitated by Holly Wheeler
- The Dr. Wesley T. Hansen Award For Teaching Excellence goes to Kathy Farrell from VAPA and The MCC Award For Excellence In Professional Service goes to Denise Klein from Advisement and Transfer Services
- She thanked those who submitted nomination packets.

SCAA (A. Flatley)

A. Flatley reported the following:

- Summary of searches:
 - Director of Public Safety – posting extended
 - AVP Enrollment Management- Completed
 - Director of Facilities – ongoing
 - Dean for the School of Humanities and Social Sciences – offer extended
 - Dean STEM – offer extended
 - 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

- Director of Admissions – interim position – to be searched
 - Director of Global Education and International Services – pending
 - Associate Vice President of Student Services – upcoming need volunteers to serve.
- Continued meetings with VP Holmes regarding Student Services Division Reorganizations.
- She stated there has been an issue with search committee members being asked questions regarding the search process. She reminded Senators that according to HR, search committee members and process are confidential. She encouraged Senators to share this message with their constituents.

7. Old Business

No old business.

8. New Business

No new business.

Faculty Senate Meeting adjourned 4:08 p.m.

Respectfully submitted,



Mitchell H. Redlo
President
Faculty Senate

Teresa Schichler
Secretary
Faculty Senate

Minutes approved at the May 18, 2017 Faculty Senate meeting.



Faculty Senate

Monroe Community College

TO: Dr. Andrea Wade, Provost and Vice President of Academic Services
FROM: Faculty Senate
RE: Right to Return for Administrative Hires
DATE: May 4, 2017

Thank you for your email to the Faculty Senate on March 28, 2017 requesting input from the Faculty Senate on MCC's hiring policy for Faculty with rank and tenure into administrative positions. The Faculty Senate respectfully offers these recommendations:

For Internal Hires:

- That the Board of Trustees and Administration honor the decades-long practice of allowing MCC Faculty who have earned tenure at the College and are subsequently hired into administrative positions, to retain the right to return with pre-established tenure and rank to the department or office from which tenure was earned. There is a mutual understanding between the Board and employee that tenure is unrelated to the employee's administrative position.
- That the Board of Trustees and Administration honor the same right to return with tenure and rank should the employee or Administration choose, at any time during the employee's administrative service, to leave the non-contract administrative position and return to the department or office from which tenure was earned.
- That the Board of Trustees honor the established contractual proviso regarding alternative training in the event that upon return, no position is available for the employee within that department or office.

For External Hires:

- That the Board of Trustees and Administration honor the established national practice, as described in the AAUP's *1940 Statement on Principles of Academic Freedom and Tenure with 1970 Interpretive Comments*, that defines tenure as institution-specific and non-transferable for both teaching faculty and administrative positions unless negotiated by the external candidates.
- That the Board of Trustees and Administration, as part of the standard hiring discussions associated with external candidates for non-contract positions regarding salary and benefits of employment, adopt the common national industry practice of making decisions regarding the possibility of tenure on a case-by-case basis, as detailed in the aforementioned AAUP statement.

The rationale for these recommendations is outlined in the Faculty Senate's recently approved resolution, *The Right to Return Policy*. Thank you for your continued dedication to the principles of shared governance in seeking these recommendations.



**Curriculum Proposals Committee Report
Faculty Senate Meeting
May 4, 2017**

The Curriculum Committee has given final approval to:

Program Deactivation:

[2016-PD3-Spring](#) AA Liberal Arts And Sciences: Humanities And Social Science

Course Deactivations:

[2016-CD101-Spring](#) BIO 138 The Biology of Women
[2016-CD102-Spring](#) BIO 142 Human Anatomy
[2016-CD104-Spring](#) BIO 143 Human Physiology
[2016-CD103-Spring](#) BIO 266 Biology of Vascular Plants
[2016-CD100-Spring](#) HMN 295 Honors Seminar in the Humanities
[2016-CD105-Spring](#) FSA 207 Equipment Facilities - Layout and Specification
[2016-CD106-Spring](#) FSA 208 Medical Nutrition Therapy
[2016-CD107-Spring](#) HTL 206 Hotel Sales and Marketing
[2016-CD108-Spring](#) HTL 208 Food, Beverage, and Labor Cost Controls
[2016-CD109-Spring](#) TVL 220 Introduction to Airline Reservations Systems: APOLLO
[2016-CD110-Spring](#) CRC 172 Microsoft PowerPoint--Presentations
[2016-CD111-Spring](#) CRC 174 Microsoft Publisher--Desktop Publishing
[2016-CD112-Spring](#) CRC 201 Introduction to UNIX
[2016-CD113-Spring](#) CRC 202 UNIX Shell Scripts

Course Learning Outcome Revisions:

[2016-CO214-Spring](#) SPC 143 Small Group Communication
[2016-CO215-Spring](#) HED 115 Death and Dying

2016-CO204-Spring	ART 240	Women, Art and Society
2016-CO202-Spring	ART 118	Perspectives of Art History I: Ancient
2016-CO203-Spring	ART 119	Perspectives of Art History II: Modern
2016-CO205-Spring	ENG 213	Creative Writing

Program Learning Outcome Revisions:

2016-PO6-Spring	AAS	Electrical Engineering Technology - Electronics
2016-PO7-Spring	Cert	Electronics Technology

General Education Revisions:

Audrey Shafer-10/26/2016-GE-1	NUR 210	Issues in Nursing
E. Jethro Gaede-11/18/2016-GE-1	ANT 102	Cultural Anthropology - WR
E. Jethro Gaede-11/16/2016-GE-1	ANT 201	Native American Peoples and Cultures - WR
E. Jethro Gaede-11/16/2016-GE-2	ANT 202	Human Religious Experience - WR
Bertram Gamory-11/23/2016-GE-3	PHY 146	College Physics II
Bertram Gamory-11/23/2016-GE-1	PHY 120	Physics for Non-Majors Laboratory
Bertram Gamory-11/23/2016-GE-2	PHY 121	Physics for Non-Majors I
Amanda Colosimo-10/20/2016-GE-3	GEO 295	Field Studies in the Geosciences
Roland Fisher-02/16/2017-GE-1	MUS 151	Music Performance and Lessons
Krista Rodriguez-02/15/2017-GE-1	HPR 101	Multicultural and Diversity Issues in Healthcare and Education
Joseph Scanlon-11/15/2016-GE-1	POS 101	Introduction to Political Science - WR (formerly POS 110)
Michael Eames-10/31/2016-GE-2	MTH 156	Mathematics for Elementary Teachers II - WR
Susan Belair-11/18/2016-GE-4	SOC 205	African-American Family - WR
Roland Fisher-12/08/2016-GE-5	MUS 119	Music in World Cultures
Peter Francione-10/19/2016-GE-1	CRJ 103	Constitutional Law and Rights of People
Mary Mohr-11/21/2016-GE-1	PHY 261	University Physics II
Marc Connolly-02/10/2017-GE-4	FPT 105	History of the Fire Service
Deneen Rhode-11/10/2016-GE-1	HEG 215	Global Health and Culture

<u>Joseph Scanlon-11/17/2016-GE-1</u>	POS 102	American National Government - WR (formerly POS 120)
		Supporting and Communicating with People with Significant
<u>Eileen Radigan-11/23/2016-GE-4</u>	HUM 235	Disabilities
<u>Tracey Graney-12/20/2016-GE-1</u>	CLT 210	Clinical Chemistry
<u>Jeffrey Dunker-11/09/2016-GE-1</u>	CPT 120	Introduction to Cybersecurity
<u>Barbara Ellis-03/28/2017-GE-2</u>	DEN 121	Dental Radiography II
<u>Marsha Bower-03/28/2017-GE-1</u>	DEN 224	Dental Hygiene IV
<u>Jennifer Markham-11/15/2016-GE-1</u>	BIO 116	Introduction to Environmental Science
<u>Piروز Kalayeh-12/05/2016-GE-1</u>	CIN 121	Cinema Comedy
<u>Piروز Kalayeh-12/05/2016-GE-2</u>	CIN 122	Cinema Drama
<u>Lori Moses-11/17/2016-GE-1</u>	COM 120	Media Literacy
<u>Piروز Kalayeh-12/05/2016-GE-5</u>	COM 230	Scriptwriting
<u>Jonathon Little-11/17/2016-GE-2</u>	GEG 230	Spatial Analysis and GIS
<u>Robert Muhlnickel-12/05/2016-GE-1</u>	HON 195	Honors Seminar in Critical Analysis - WR
<u>Robert Muhlnickel-12/05/2016-GE-2</u>	HON 295	Research Methods and Academic Writing - WR
<u>Cathryn Smith-10/19/2016-GE-34</u>	PHL 101	Introduction to Philosophy - WR
<u>Cathryn Smith-10/19/2016-GE-36</u>	PHL 103	Introduction to Ethics - WR
<u>Cathryn Smith-10/19/2016-GE-37</u>	PHL 105	Technology and Values - GR - WR
<u>Cathryn Smith-10/19/2016-GE-42</u>	PHL 250	Professional Ethics - WR
<u>Christopher Kumar-11/17/2016-GE-1</u>	PHY 145	College Physics I
<u>Rebecca Horwitz-10/11/2016-GE-2</u>	PSY 108	Fundamentals of APA Style
<u>Dawn Murphy-12/06/2016-GE-1</u>	ART 271	20th Century Art and Ideas
<u>Susan Belair-10/07/2016-GE-3</u>	SOC 204	Sociology of the Family - WR
<u>Susan Belair-10/07/2016-GE-4</u>	SOC 206	Sociology of Gender and Sexuality - WR
<u>Michelle Parker-10/25/2016-GE-1</u>	PSY 201	Developmental Psychology - Child
<u>Wanda Willard-10/31/2016-GE-1</u>	PSY 212	Developmental Psychology - Lifespan
<u>Marjorie Crum-12/04/2016-GE-1</u>	AAD 220	Professional Practices

Glenn Greibus-11/08/2016-GE-6	HSM 102	Introduction to Homeland Security
Susan Belair-11/18/2016-GE-6	SOC 210	Global Interdependence - WR (formerly SOC 150)
Rita Straubhaar-11/18/2016-GE-2	ASL 201	American Deaf Culture and Community
Cathryn Smith-10/19/2016-GE-40	PHL 109	World Religions: Eastern Traditions - WR
Joan Mullaney-01/08/2017-GE-6	HUM 111	Field Work in Human Services I
Joan Mullaney-01/08/2017-GE-8	HUM 116	Field Work in Human Services Focus
		Individualized Planning and Documentation for Disability
Eileen Radigan-11/23/2016-GE-3	HUM 230	Support Services
John Wadach-11/21/2016-GE-1	PHY 161	University Physics 1
Deneen Rhode-10/31/2016-GE-1	HED 210	Integrative Health and Wellness
Ilene Benz-11/15/2016-GE-3	SPC 142	Public Speaking
Jason Flack-12/23/2016-GE-1	COM 202	Techniques of Television I+
Jason Flack-12/14/2016-GE-1	COM 204	Audio Production
Jason Flack-12/23/2016-GE-3	PHO 135	Digital Photography for the Arts
Glenn Greibus-11/08/2016-GE-5	HSM 107	Social Media: Issues and Impacts
		Alcoholism/Chemical Dependency/Substance Abuse Group
Elizabeth Mandly-01/11/2017-GE-1	ACD 144	Counseling Skills
Elizabeth Mandly-01/11/2017-GE-2	ACD 241	Alcoholism/Chemical Dependency Treatment Modalities
Elizabeth Mandly-01/11/2017-GE-3	ACD 246	Alcohol/Chemical Dependency Internship Seminar
Cathryn Smith-10/19/2016-GE-29	ENG 250	Professional Communication
Cathryn Smith-10/19/2016-GE-33	ENG 273	Creative Writing Capstone: Publishing and the Profession - WR
Pirooz Kalayeh-10/24/2016-GE-1	CIN 120	The Movies
James Downer-10/24/2016-GE-4	AAD 104	Introduction to Graphic Design, 2D
Elizabeth Kelly-10/30/2016-GE-2	PPE 208	Sport, Exercise and Wellness Psychology-WR
Timothy Tatakis-12/04/2016-GE-2	BIO 118	Practical Botany
Jasna Bogdanovska-12/22/2016-GE-1	PHO 106	Photography I
John Nyerges-10/24/2016-GE-2	MUS 131	Studio Production

Heather Chang-10/31/2016-GE-4	THE 112	Fundamentals of Acting One
Heather Chang-10/31/2016-GE-1	THE 212	Fundamentals of Acting Two
Jasna Bogdanovska-12/06/2016-GE-2	PHO 145	History of Photography: Modern
Christopher Wendtland-10/13/2016-GE-1	BIO 217	Nutrition

The Curriculum Committee has posted for faculty review until 5/9/17:

Program Revision:

2016-PR25-Spring	AAS	Nursing
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Course Revisions:

2016-CR80-Spring	ENG 213	Creative Writing
2016-CR84-Spring	CIS 209	Systems Analysis and Design

General Education Revision:

Dawn Murphy-12/06/2016-GE-2	ART 240	Women, Art and Society
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