



Faculty Senate

Monroe Community College

**Faculty Senate Meeting
January 29, 2015**

PRESENT: R. Babcock, M. Bates, S. Broberg, L. Carson, J. Chakravarthy, K. Chin, N. Christensen, A. Colosimo, M. Ernsthausen, S. Farrington, R. Fisher, H. Fox, D. Gasbarre, K. Mooney-Graves, M. Heel, D. Henneberg, R. Horwitz, A. Hughes, A. Knebel, E. Lanzafame, T. Leuzzi, J. Mahar, J. McPhee, K. Morris, H. Murphy, J. Oriel, L. Pierce, E. Putnam, C. Rapp, M. Redlo, J. Scanlon, T. Schichler, L. Zion Stratton, G. Thompson, K. Tierney, M. Timmons, J. Waasdorp, A. Wahba, H. Williams, J. Wilson

ABSENT: T. Conte, P. Emerick, G. Fazekas, J. Kucich, D. Miller, D. Navarro, P. Oettinger, P. Peterson, K. Rodriguez, R. Rodriguez

GUESTS: V. Avalone, J. Bartkovich, S. Belair, M. Fine, J. Hill, A. Leopard, C. Magowan, M. Mayo, H. Preische, K. Smith, M. Witz

Meeting called to order: 3:33 p.m.

1. Guest Speakers:

a) Dr. L. Holmes – Student Services Reorganization

Dr. Holmes began by explaining the decision process for reorganizing Student Services, which included answering the question "How can we as a division serve students best?" He first addressed how the College handles conduct on campus. The process was problematic for faculty, staff, students, and administrators due to the many different procedures. The College needs a process that is clear, explainable, and understandable. In addition, he believes another job of Student Services is getting students here and keeping them here, complementing what goes on in classroom by organizing the out-of-the classroom experiences to help students become more successful.

L. Holmes explained the proposed Student Service Reorganization submitted to SCAA in December outlined three (3) areas of change:

1) *Creation of the Office of Student Rights & Responsibilities*

The office is named for the global function of educating students on their responsibilities as well as their rights. The office will also assist with behavior concerns in the classroom.

2) *Realignment of Enrollment Management*

L. Holmes explained Enrollment Management is tasked with recruitment and retention, getting students here and keeping them here. He stated enrollment has declined over the past few years and the underlying data show the College has issues with retention, keeping students here. He further explained how there needs to be more focus on keeping students at the College. He believes enrollment management functions should be grouped and working together as one unit, Admissions, Orientation, Advising and Financial Aid. Enrollment Management was split between Academic Services and Student Services, which may become problematic particularly as we look at efficiency and effectiveness. He maintained Student Services should be responsible for recruitment and retention moving Enrollment Management under his area.

3) *Realignment of Athletics and the MCC Association under Student Services*

He explained there were several reasons for moving Athletics under Student Services, one of which is it should be his responsibility to deal with the compliance issues associated with athletics. He further explained that due to the MCC Association having a large \$20M budget, this area should also report to a Vice President.

Dr. Holmes explained SCAA accepted the proposal with some conditions and he addressed all questions in his response. The conditions outlined would naturally be addressed as the changes move forward.

Dr. Holmes went over the timeline for the reorganization. Changes to the organizational chart such as the Athletics and MCC Association move will happen immediately. In regards to personnel changes, he has asked his staff to provide a timeline for training so he can be certain they receive proper training prior to their permanent move. The deadline for all changes is March 1, 2015.

Dr. Holmes distributed a draft Faculty Guide for Student Misconduct. He believes the Office of Rights and Responsibilities should be providing this type of information to be used as a resource for faculty when dealing with misconduct in the classroom. The Academic Leadership Team is reviewing the draft document and has until February 9, 2015 to respond and then the document can be finalized. Also, he believes in transparency so he wants faculty to be aware they are making changes to the non-academic portion, judicial processes, of the Student Code of Conduct. There will not be any changes to the academic portion of the booklet. The Board of Trustees will review the changes at its March meeting with a vote to approve at the April meeting.

Questions:

- L. Pierce asked what parts of his reorganization plans coincide with the President's proposed reorganization plan from the spring 2014. Dr. Holmes stated the President's plan was placed on hold, which included the reorganization of Student Services. However, his plan includes recommendations on what is best for the division and how to have it function efficiently. He believes the only similarity in the plans was the movement of Enrollment Management.
- L. Pierce asked for his definition of retention. She stated most of MCC's student are moving onto a 4-year college, just because they are not graduating from MCC does not mean they are not successful. Dr. Holmes stated the data does not support this view and the increasing number of students who leave MCC with 30 credits or less is problematic. He stated the number of students classified as continuing students are declining. As New York State moves toward Performance Based Funding, the goal is to get students here and have them walk away with a certificate or diploma. MCC needs to do a better job of retaining students up through graduation.
- J. Chakravarthy asked if Institutional Research is able to give a reason for the lower retention rate. Dr. Holmes stated it's important to find out the reason and to begin to have student focus groups asking why they are not staying at MCC. This is part of Students Services job and why it's important to have Enrollment Management grouped together.
- H. Williams asked for clarification on the March 1st deadline. Dr. Holmes stated all training should be completed and personnel will be moved into their new positions by March 1st.
- A Senator asked who would handle the responsibilities left by the people moving. Dr. Holmes gave examples of how responsibilities were reassigned. Personnel were moved between departments and given tasks they were qualified to handle. A Senator further asked if once a person was moved out of a department was the remaining staff absorbing the work. Dr. Holmes stated as Vice President it is his job to review the processes in the areas and make sure they are being done efficiently. He gave the example of Financial Aide being understaffed. However, when looking at the processes taking place in the department he believes they could be reviewed, such as outsourcing the verification process, which would free up personnel to do other tasks.

b) G. Lynch – Global Education and International Services (GEIS)

G. Lynch began by explaining there is a lot going on in global education at MCC. The newly created office is seeing results already. Its purpose is to help students be more globally competent, making connections between what is happening in the classroom and in the world. She explained how the students' world today has no boundaries and it is important they engage it in a critical way. Critical thinking is happening every day in the classroom and her job is to think of ways to make it intentional and have global connections.

G. Lynch stated A. Dion an international students' counselor, handling immigration and academic advising along with helping international students become successful at MCC. There have recently been connections with Malaysian government and a scholarship program. There were eight (8) Malaysian students brought in this semester who were selected to participate based on academic performance and financial need.

G. Lynch stated the office also worked with the ESOL program and they were able to lower the minimum acceptable TOEFL score by five (5) points, which allowed four (4) additional students to attend MCC this semester. Although the numbers do not seem large, previously there were 100 international students but now there are 114, a number she believes will continue to grow.

G. Lynch stated Global Education and International Services (GEIS) is also holding events, which on the surface of global and cultural exchange where questions can be asked and ideas exchanged. However, it is the goal of GEIS to go deeper into the foundation of global education by making connections in the curriculum, and what is being taught in the classroom. Also, in an effort to service students there are designated prayer rooms in the Library and the Student Life & Leadership Office. She encouraged Senators to read the GEIS monthly newsletters in the Tribune for updates.

Questions: J. Chakravarthy asked if GEIS is associated with other organizations like the Peace Corps or exchange students. G. Lynch stated there are no formal partnerships with these organizations but there are ties to organizations such as the Rochester Global Connections. She gave several examples including how K. Tierney held a workshop on updating your resume and brought in Peace Corps information. She encouraged faculty to contact GEIS with any information or questions using the department as a central repository on global and international services.

c) K. Smith – Academies Update

K. Smith began by following up on a question asked earlier about retention data. She has a presentation she would be happy to share on the topic, which gives more information on students who graduate, transfer or are still at MCC after three years. As New York State moves towards Performance Based Funding it will be important to know whether students are accomplishing their goals while attending MCC, which could be to graduate with a degree or complete a single course of interest. Retention is also one objective of Academies by systematically supporting the goals of students in a new and different way that increases student success and also provides more effective ways to work.

K. Smith gave the following updates and information regarding Academies:

- She introduced K. McCarthy, new coordinator of Academies. K. Tyner and D. Rhodes, Academies specialists in the program, have moved from other positions at the College into these positions.
- The High Impact Practices Committee led by M. Bellavia, worked to identify HIPS practices across the College by surveying faculty; creating common definitions and criteria
- Lunch & Learn on February 11th – Looking at Faculty Liaison role
- There will be more Lunch & Learns
- Regular Academies updates will be posted in the Tribune
- There is a new email address for questions/comments academies@monroecc.edu
- There will be a new coding scheme coming out this semester. This will help to identify students by their goals and where they are on their pathway.
- Many professional development opportunities are coming
- Work is being done on comprehensive external messaging – more information to come.
- She thanked all the work being done by the steering committee and subcommittees

2. Announcements

M. Ernsthausen made the following announcements:

a) He welcomed new Senators: Liz Zion Stratton (Nursing) and Mary Timmons (Library).

b) He gave updated information on the What's on your mind?

- Brighton Campus: Monday, February 2, 2015 from Noon– 1:00 in the 9-186 (moved from Forum)
- Applied Tech Center : Tuesday, February 3, 2015 from Noon – 1:00 in Classroom 118
- Damon City Campus : Monday, February 9, 2015 from Noon – 1:00 in the Community Room (please note date change)

He clarified the days/times will alternate each month to ensure more people can attend.

3. Student Announcements

There were no student announcements.

4. The Minutes from the December 11, 2014 All College Faculty Senate meeting were approved.

5. Action Items:

a) E. Putnam made a motion to approve the following new programs and program revisions:

2 New Programs:

2014-NP5-Fall	Cert	Private Security Studies
2014-NP4-Fall	AS	Liberal Arts and Sciences: Psychology

7 Program Revisions:

2014-PR10-Fall	AS	Computer Science
2014-PR18-Fall	AA	Liberal Arts and Sciences--Humanities and Social Science
2014-PR16-Fall	AS	Addictions Counseling
2013-PR9-Fall	AAS	Paramedic
2014-PR20-Fall	AS	Sustainability Studies
2013-PR38-Fall	Cert	Advanced Studies (Honors Studies)
2014-PR28-Spring*	AAS	Optical Systems Technology

*remove 2 H/PE credit from one of the degree tracks

Motion seconded. No discussion. **Motion passed.**

b) E. Putnam made a motion to support the High Impact Practices Definitions and Criteria document.

Discussion: M. Redlo pointed out this document is a fluid document and can be added to as more information becomes available. Also it's important to recognize this is a starting point and not an ending, which gives a good foundation to start.

- R. Horwitz stated she has a grammar edit. E. Putnam asked her to send the information directly to M. Bellavia.

- K. Tierney commented she feels the Diversity and Global Learning high impact practice does not have a measure and suggested adding it to the criteria. M. Bellavia stated the Committee reached out to the people on campus and built the definition and criteria document from there and J. Iuzzini researched it. However, this can be edited and the Committee will take any suggestions.

- M. Heel stated anytime there is a content based HIP, there needs to be outcome(s) that maps to the definition and criteria so there is something compatible to what is recommended.

- R. Horwitz stated a constituent pointed out HIPS in the classroom are one thing but how can these be implemented online. Their concern was there would be a limit and only writing intensive HIPS could be accomplished online. M. Bellavia stated HIPS are not restricted to online courses and there may be ways to implement them in the criteria but he understands it may be difficult. As online courses grow new HIPS may be discovered and can be added.

- R. Horwitz stated a constituent also asked if the designations SD or WR will still be used in the database or will there be a HIPS designations. M. Bellavia stated the Committee is looking for ways to designate individual HIPS on the master schedule, clarifying that a course must have at least one HIPS to have the designation but can have more.

- J. Chakravarthy asked if this was a SUNY or Middle States initiative. M. Bellavia stated it originally started as just definitions and criteria as part of the Academies model however the GenEd plan may be more specific. K. Smith pointed out this is also part of the strategic plan.

- J. Hill stated she has several concerns, the biggest being HIPS are not curriculum or degree requirements but are instructional methods. She feels faculty should be given primary but not sole input on instruction methods. She is unclear, for example if all SOC 101 courses will have this designation or if faculty will have a choice whether to use HIPS. It is already difficult to moderate how faculty are teaching courses, including HIPS adds another layer to keep track of whether faculty are doing what they are required to do. She is uncomfortable approving a definition before she knows how it will be utilized. She further explained starting to mandate instructional methods is an issue. M. Bellavia stated the departments would decide how courses would be designated. He feels by approving the criteria and definitions, departments would then have enough information to decide to add the HIPS designations. He believes academic freedom is still there and no one is making the decision on how the course should be taught. J. Hill stated if GenEd requires a student to take five (5) HIPS course this could affect courses positively or negatively. For example, a Biology courses designated as "honors" has trouble filling, however when the honors designation is removed the course fills. M. Bellavia agrees this may be a discussion later on, however only the definitions and criteria are being voted on currently. J. Chakravarthy comments she also has similar concerns. M. Bellavia stated the document is only stating what HIPS the College is using not what is being required for students. M. Ernsthausen pointed out all programs have to meet MCC's General Education plan and ENG 101 is required for all programs therefore, each have one writing intensive course.

- J. Waasdorp noted under the Management, Oversight and Implementation section it states there will be an administrator to oversee and provides resources for faculty. Also, under the section Development and Oversight it states it will be handled by a committee of faculty. She asked whether they will be faculty in the department or an administrator. M. Ernsthausen stated he believes the intent is to have a HIPS Specialist who will coordinate with the TCC and if a faculty member decided to teach a HIPS designated course there will be training available. K. Smith commented Title 3 and TCC are working on funding a rollout learning community series over the summer to build momentum around the topic. By voting to approve the definitions and criteria, it gives a clear foundation of what is expected. HIPS is not required but faculty have shown an interest. However, she understands once the General Education Plan moves forward with any HIPS recommendation there will need to be additional discussions.

Motion seconded. ***Motion passed.*** (Yes 29 - No 3)

6. Future Action Item: Vote at the February Faculty Senate Meeting

E. Putnam stated the following Infused Competency Committees memos would be sent out to the Senators after the meeting to share with their constituents. There will be a vote to support these documents at the February Faculty Senate meeting.

- a) Technological Literacy
- b) Information Literacy
- c) Critical Thinking

7. 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.

Academic Policies (J. Mahar)

No report.

Additional comments: J. Mahar stating the committee is working on the following: Faculty Senate Resolutions 1.11, Fresh Start policy, Academic Calendars, and PLA proposal.

Curriculum (E. Putnam)

E. Putnam reports the following:

- The Curriculum Committee has given Final Approval to:

2 New Program:

2014-NP5-Fall	Cert	Private Security Studies
2014-NP4-Fall	AS	Liberal Arts and Sciences: Psychology

7 Program Revisions:

2014-PR10-Fall	AS	Computer Science
2014-PR18-Fall	AA	Liberal Arts and Sciences--Humanities and Social Science
2014-PR16-Fall	AS	Addictions Counseling
2013-PR9-Fall	AAS	Paramedic
2014-PR20-Fall	AS	Sustainability Studies
2013-PR38-Fall	Cert	Advanced Studies (Honors Studies)
2014-PR28-Spring*	AAS	Optical Systems Technology

*remove 2 H/PE credit from one of the degree tracks

3 New Courses:

2014-NC21-Fall	ELT 134	Introduction to Programmable Logic Controller
2014-NC19-Fall	MET 110	Hydraulics and Pneumatics
2014-NC20-Fall	MET 107	Mechanical Systems

9 Course Revisions:

2014-CR78-Spring	GEG 220	Geography of Genocide
2014-CR12-Fall	MET 208	Technical Mechanics, Dynamics
2014-CR52-Fall	CIS 200	Programming for Information Systems
2014-CR62-Fall	SOC 102	Social Problems
2014-CR63-Fall	AGS 200	Food and Agriculture Problem Solving - Behavioral Applications
2014-CR59-Fall	PSY 220	Research Methods in the Social Sciences
2014-CR53-Fall	GEG 104	Weather and Climate (will be Extreme Weather)
2014-CR57-Fall	CRJ 101	Introduction to Criminal Justice
2014-CR56-Fall	CRJ 103	Constitutional Law and Rights of People

1 Course Learning Outcome Revision:

2014-CO20-Fall	GEG 104	Weather and Climate
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- The Curriculum Committee has posted for faculty review until 2/3/15:

2 Program Revisions:

2014-PR15-Fall	AAS	Hospitality Management
2014-PR16-Spring	AA	Liberal Arts and Sciences: Humanities (to Philosophy)

3 Course Revisions:

2014-CR70-Fall	ENR 161	Engineering Computing I
2015-CR1-Spring	ENR 259	Engineering Design Lab
2014-CR73-Fall	ART 130	Sculpture I

1 Course Deactivation:

2014-CD14-Fall	CE 210	Cooperative Education-Liberal Arts
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NEG (N. Christensen)

N. Christensen reports the following:

- Liz Zion Stratton will be filling the vacancy in the Nursing Department and Mary Timmons will be filling the vacancy in Library Services.
- The Committee is reviewing the Faculty Senate Bylaws non-voting membership for accuracy.

Planning (M. Redlo)

M. Redlo reports the following:

- The Academies Professional Development event on January 7th was attended by approximately 40 people providing positive and useful feedback.
- The Strategic Planning Grants deadline has been extended to Wednesday February 11th. Past Grant recipients will be providing updates on their progress to date.

Additional comments: M. Redlo pointed out the deadline for Strategic Planning Grants deadline was extended.

Professional Development (H. Williams)

H. Williams reported the following:

- Announcements coming soon in the Trib for Legacy Lecture Series and Hanson/Prof. Service Award nominations. Please encourage your constituents to submit names for each of these honors!

Additional comments: Leaves for Professional Development for the Benefit of the College deadline will be announced soon. A. Stevens is currently on her leave in the South Sudan and she has blog with pictures and updates. The link can be found on the Water for South Sudan website and/or Facebook page.

SCAA (M. Bates)

M. Bates reports the following:

Searches:

- Assistant Controller – Search is almost complete and should be finalized by end of first week in February

- Provost/VP Academic Services – Candidate on-site visits and open forums are being held 1/26/15, 1/27/15, 1/28/15, and 2/5/15

- DCC Executive Dean – Off-campus interviews to occur soon with plans to bring selected candidates to campus during last week of February/first week of March

Student Services Reorganization Proposal:

- SCAA submitted its recommendation to Dr. Holmes on the Student Services Reorganization Proposal on Thursday, January 22.

Department Chair Selections:

- SCAA will be working on upcoming department chair elections at the end of February or first week of March.

Additional comments: The actual dates for chair elections are March 2 through March 11. M. Ernsthausen thanked SCAA for their effort and hard work.

8. Old Business:

No old business

9. New Business:

a) A Senator stated there is also a Prayer Room available at the Damon City Campus.

b) M. Ernsthausen stated elections for Faculty Senate President, Vice President, and Secretary will be held this semester. He asked Senators to share the information with their constituents and have anyone interested contact N. Christensen, chair of NEG. Nominations from the floor will be taken at the March Faculty Senate meeting with a faculty vote in early April.

c) M. Ernsthausen stated he has serious concerns regarding Governor Cuomo's State of the State address and his comments regarding community colleges. He presented the PowerPoint slides presented by Governor Cuomo along with his comments. M. Ernsthausen stated he received the information from the President of the FCCC, Tina Good, who also has concerns. He also presented a statement from President Obama contradicting the Governor's proposal regarding community colleges. M. Ernsthausen then presented portions of the proposed 2015-2016 Executive Budget from Governor Cuomo, as it relates to community colleges, explaining the legislature also presents a proposed budget, then parties meet in the middle with a final budget. He pointed out several issues, which included base operating aid; performance based funding, and elimination of childcare funding. He also presented portions of the SUNY Chancellor's State of the University address, which outlined her goals of access, completion and success. He pointed out key points related to community colleges.

M. Ernsthausen stated he feels their teaching profession and the College are being disrespected. He suggested the Faculty Senate needs to take action and asked the Senators for input and feedback. He feels this is a MCC issue and the faculty should be working together with the administration to get the right narrative out to the public since the politicians do not have the correct information. He understands

he presented a lot of information, however he would like to focus on Governor Cuomo's apparent disregard for the community college. He is looking for input from the Faculty Senate on how to move forward. M. Ernsthausem suggested the following:

- Writing a letter to the editor and/or reporter at the Democrat and Chronicle
- Letter writing campaign similar to what is already going

Senators discussed ways to facilitate getting their concerns heard addressing the misconceptions stated by the Governor and made the following comments:

- H. Williams suggested writing a letter directly to Governor Cuomo and published in the Democrat and Chronicle.
- G. Thomas suggested contacting area Senators and Assemblymen to attend a Faculty Senate meeting to hear the concerns. M. Ernsthausem stated President Kress would be advocating with other community college presidents as well. J. Bartkovich confirmed there is an effort on the way, and suggested the Faculty Senate look into what advocacy the FCCC will be doing.
- T. Leuzzi stated this is an insult to education in general and a response should include how education has value beyond career placement and vocation. He gave an example how poetry, while it is not often a career path, has value in satisfying a student's educational curiosity.
- M. Redlo commented the statement shows clearly Governor Cuomo has no understanding of the role of community colleges and suggested this as the theme of the response. He also suggested contacting Representative Joe Morelle, a proven friend of education, for some insight into the next step.
- N. Christensen suggested contacting MCC alumni who she believes would also speak up against the Governor's statements.
- M. Heel stated although Governor Cuomo's statement is based on ignorance, politics and misinformation, on the positive side, MCC is already doing what he proposed and with the second lowest tuition in New York State. EDWIS and President Kress already work closely with regional economic development agencies and MCC's AAS degrees curriculum has very little slack in terms of degrees and jobs offered.
- S. Farrington agrees a letter to the Democrat and Chronicle prepared by M. Ernsthausem, with input from the Senators, would be the best way to address the concerns. He suggested giving each Senator an opportunity to sign the letter as well.
- J. Mahar suggested contacting the student government association to find students from a cross section of MCC willing to write letters to the Democrat and Chronicle explaining why they came to MCC.
- It was suggested to include along with a letter a public invitation to Governor Cuomo to come visit MCC.

C. Fogal stated the FCCC has already drafted a letter to Governor Cuomo. H. Murphy will forward a copy to the Senators after the meeting.

J. Hill suggested those interested might attend NYSUT Lobby Day in Albany on February 25th and 26th. The Faculty Association is looking for individuals willing to attend. It is a great way to learn more about the process and issues as well as interact directly with the legislature to share your concerns.

M. Ernsthausem stated it appears there is a consensus to proceed and he will work with the Executive Committee to draft a letter. He will share the draft and discuss it with Cynthia Cooper, Clayton Jones (legislative liaison) and the Faculty Association.

b) M. Ernsthausem stated MCC has a reputation for being one of the top community colleges in the SUNY system. He would like to take a more active role at the SUNY level, getting ahead of the issues. Therefore, in the future he will have C. Fogal attend Faculty Senate meetings to give FCCC updates.

Meeting adjourned at 5:09 p.m.

Respectfully submitted,

Handwritten signatures of Mark Ernsthausen and Teresa Schichler. Mark's signature is on the left, and Teresa's is on the right.

Mark Ernsthausen
President
Faculty Senate

Teresa Schichler
Secretary
Faculty Senate

Minutes approved at the February 26, 2015 Faculty Senate meeting.