



Faculty Senate

Monroe Community College

November 10, 2016
Faculty Senate Meeting

PRESENT: R. Babcock, E. Basnayake, M. Bates, E. Baxter, L. Blew, K. Borbee, A. Burns, , H. Chang, A. Colosimo, T. Custodio, M. Dorsey, B. Ellis, P. Emerick, M. Ernsthausen, K. Farrell, R. Fisher, A. Flatley, D. Gasbarre, B. Grindle, M. Heel, J. Hill, R. Horwitz, D. Lawrence, G. Lynch, J. Mahar, J. McPhee, D. Mueller, H. Murphy, M. Pentz, E. Putnam, M. Redlo, D. Rivers, K. Rodriguez, M. Sample, J. Santos, J. Scanlon, T. Schichler, J.C. Senden, C. Silvio, R. Straubhaar, G. Thompson, K. Tierney, M. Timmons, J. Volland, J. Waasdorp, W. Wagoner, A. Zamiara, L. Zion-Stratton

STUDENT REPRESENTATIVE: A. Bertolli, M. Misere, B. Moore, J. Pfaff, E. Sargent, R. Thomas

ABSENT: S. Broberg, B. Burritt, M. Connolly, R. Fisher, H. Holevinski, A. Knebel, S. Lautenslager, R. Pearl, R. Rodriguez, C. Shanahan, T. Vinci, R. Watson

GUESTS: S. Baker, L. Holmes, C. Kell, T. Keys, J. Morell, A. Wade, E. Wheeler, H. Wheeler, M. Vest

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

1. Guest Speaker: Dr. Holmes – Division Update

Dr. Holmes thanked the Faculty Senate for inviting him, explaining he feels it is important to update the Faculty Senate on the direction of Student Services. He gave an overview of his goals, changes and direction.

He began at MCC in 2014. He outlined his goals for the first 90 days at the College:

1. 30 days: He met with people, getting to know them and their role.
2. 60 days: He worked on understanding the programs and services across the College.
3. 90 days: He thought of what needed to change within Student Services and how best to make this happen.

He explained there were three areas Student Services needed to do better:

1. Compliance: He wanted to ensure MCC was in compliance with federal, state and local laws, having a compliance calendar was a priority.
2. Focus on Assessment: He implemented a program and unit assessment cycle.
3. Revamp of MCC's Judicial System: He pointed out when he first arrived at MCC he would get 3-10+ complaints per week before the new system was implemented; since then he has not received one complaint.

After he made the above changes he looked at how to organize and become more efficient as a Division. He considered national best practices, as well as what is in the best interest of the students and the institution. He asked the following important questions when deciding if an area/department needed to be moved:

1. Is the division operating efficiently?
2. How better can we serve students?
3. Will there be growth because of the move?

Dr. Holmes outlined what is important to him as Vice President and where he would like the Division to be headed:

1. Engaging Students: He explained the importance of engaging students in the College. He gave examples of some programs being offered at the residence halls, which have significantly reduced discipline cases. He also stated there is a new Mascot as a way to engage students.
2. Use Technology More/Better: He gave the following examples of how they are beginning to incorporate technology:
 - Use of dynamic forms – paperless with the ability to download to complete and then hit submit
 - Queuing software – so students don't have to wait in line and can receive a text to let them know when they can be seen
 - Document storage: they have received permission from the state to scan documents rather than keep the paper copies on hand
3. Identify some of the barriers for students as a Division: Over the summer, the College participated in a survey, which identified food and housing needs to help deal with hunger and homelessness. They also have implemented several programs such as Dreamkeepers and Single Stop.
4. Work to create a stronger sense of community as a Division: He had given President Kress the idea of hosting dinners with 6 people from the across the College. He along with Dr. Wade will begin hosting similar events in their homes. He also explained they are looking into ways for the Division to work together.
5. Develop physical and human resources for the Division: He explained, in order to accomplish goals, there needs to be resources available including sufficient staff to complete the job. He gave the example of the recent changes in the Financial Aid Office. He stated Counseling Services is going through similar evaluations.
6. Enrollment and Retention: He charged a team consisting of members from the College with developing a Strategic Enrollment Plan in an effort to ensure the College community is heading in the same direction.

Questions: M. Redlo asked if he plans to hold open office hours similar to President Kress. Dr. Holmes confirmed this is something he is working on and there will be an announcement in the Trib. He further explained open communication is important. He is always checking his email and welcomes anyone to stop in or invite him to lunch to discuss their concerns. He plans to invite six (6) people from the Faculty Senate to his next dinner.

2. Announcements

M. Ernsthause made the following announcements:

a) Shared Leadership Coordinating Council

- SLCC met on 11/10
- Academic Freedom Policy
 - Faculty are concerned with duplication since it is in the contract
 - Support Staff concerned about not being covered
 - Faculty also concerned about having the College be able to evaluate student work
 - Faculty are part of the College
 - Middle States was surprised we didn't have a policy
 - MCC indicated that it was in the contract
 - Middle States concern with having it in a contract is that it could be negotiated away
- How to improve communication
 - How do you receive information?
 - Where do you want information to come from?
 - Get back to him by Monday after Thanksgiving – email M. Ernsthause
- How we treat each other (from J. Wilkie and E. Lanzafame)
 - Received feedback from several constituencies
 - Needs to be grass roots
 - Sending idea to Civility Committee
- Next meeting on 11/29

b) World Language Resolution

- Working with Rita Straubhaar and Michael Weingart to craft a resolution urging SUNY to change the "Foreign Language" Gen Ed knowledge area to "World Languages"

- Michael and Rita are taking a draft to the World Languages department for -refining and support
- c) Upcoming Faculty Senate Dates
- Next full Senate meeting December 1st 3:30 pm in 8-200
 - Social Lunch coming up next week
 - Monday, November 14th at Brighton (Monroe B)
 - Wednesday, November 16th at DCC (DCC 4193)

3. Student Announcements

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

- The election watch party was well attended by 150+ students.
- SGA representatives will be attending the SUNY Student Assembly and will be working on ways to support veterans.
- She addressed the somber tone after the Presidential Election. She explained it is the responsibility of student leaders to educate and make sure social media is not influencing students. She encourages students to come together regardless of whom they support and get involved to make changes: volunteer, donate and/or become active in the community. She explained everyone should love each other regardless of sex, gender, or religious beliefs. She asked for support from faculty.

4. The Minutes from the October 27, 2016 Faculty Senate meeting were approved.

5. Action Items

a) Proposed Intellectual Property Policy

M. Ernsthause stated since this proposed Policy is not coming from a Faculty Senate Standing Committee there needs to be a motion to support before it can be discussed.

Motion was made by M. Ernsthause to support the Copyright and Faculty Ownership of Intellectual Property Policy. Motion seconded.

Discussion:

- J. Hill asked how this proposed Policy relates to the Distance Education Article, specifically whether the College retains the rights on instructional material for 5 years (she addressed the language in page 2, second paragraph of the proposed policy). J. Hill pointed out the proposed Intellectual Property Policy directly contradicts the Faculty Association Contract. M. Ernsthause stated he found the original policy in the Gold Book, under article 6 however; the intent of the Policy is to not change what is currently being done.

Motion passes. (32 support – 6 do not support)

b) Proposed Academic Freedom Policy

M. Ernsthause stated since this proposed policy is not coming from a Faculty Senate Committee there needs to be a motion to support.

Motion was made by M. Ernsthause to support the proposed Academic Freedom Policy.

Motion seconded.

Discussion on the motion:

- M. Ernsthause stated he received statements from the English/Philosophy and Business Departments. He believes their concerns are also addressed in the memo he received from the B. Gizzi on behalf of the Faculty Association (FA) dated November 10, 2016. He read the following excerpts (indicated in italics) from the memo:

1- The policy as written focuses on the "freedom of speech" aspects of academic freedom while ignoring the tenure/just cause/right to a hearing/economic security protections of the "1940 Statement of Principles on Academic Freedom and Tenure" document. The "Academic Freedom" section seems to have been cut and pasted, but the "Academic Tenure" section was not included.

2- Summary paragraph, 2nd sentence:

Academic freedom encompasses the individual's and the college's right

- *To maintain academic standards*

- To encourage intellectual integrity
- To sustain pedagogical approaches consistent with the discipline taught and,
- To evaluate student work

The 1940 Statement on Academic Freedom and Tenure does not give these rights to the College. These rights and responsibilities belong to faculty.

3- When the FA leadership questioned the omission of sections of previous Board of Trustees (BOT) policies (department chairs, faculty departmental responsibilities) from the new, revised versions, we were told by the Assistant to the President for Strategic Initiatives that the intention of the BOT Policy website was NOT to duplicate language in the Contract. The exact reply was "It's a negotiated contractual matter governed by the FA". Therefore, Article 5 (Academic Freedom and Tenure) and Appendix 1 (the 1940 Statement with the 1970 Interpretive Comments) should not be duplicated by a separate policy. There is a danger in creating policies that duplicate contract language in that even the slightest paraphrasing can alter the meaning.

4- The actual language of Article 5 of the contract states that the "Board and the Faculty Association agree that the 1940 statement of the American Association of University Professors (AAUP) on academic freedom and tenure, and subsequent approved interpretive comments (1970), shall be used for deliberations and actions pertaining to academic freedom and tenure at the College." This language establishes a long-held agreement of both policy and practice between the FA and the BOT.

5- Article 42, Rights of the Board of Trustees, states that the authority of the Board to create policies is limited by the specific and express terms of the Contract. Article 65, Final Provisions, states that the Contract can only be altered by mutual consent of the Board and the FA. This proposed policy attempts to modify Article 5 of the Contract in ways that contradicts both policy and practice between the FA and the BOT".

- B. Grindle addressed a concern regarding the contradictory information being received related to this Policy and the Intellectual Property Policy as far as when it is okay for similar language to be in the Contract.
- J. Volland stated due to this new information she feels it's important to talk with their constituents before voting. M. Ernsthause explained there are two options: go ahead with the vote or a motion can be made to table the discussion until Senators can discuss it with their constituents.

Motion was made by J. Volland to table the discussion of the proposed Academic Freedom Policy until Senators have discussed it with their constituents. Motion seconded.

Discussion on tabling the issue:

- G. Lynch asked if the statement read by the FA could be sent out to Senators. M. Ernsthause stated H. Murphy could send it to Senators if the FA approves. J. Hill confirmed it can be sent.
- M. Heel asked if it was appropriate to ask who wrote it and what motivates it along with several clarifying questions. There was discussion regarding the process and M. Redlo (as parliamentarian) stated the discussion must pertain to the motion on the table making it M. Ernsthause decision how to proceed. Dr. Wade asked to speak to M. Heel's questions. M. Ernsthause agreed.
- Dr. Wade stated she believes her information will be helpful in providing context to the discussion. She explained the proposed policy is a result of the Middle Statement visit. She read the following language from the Characteristics of Excellence in Higher Education, which outlines the requirements for affiliation and standards for accreditations under Standard 6 - Integrity: *"Academic freedom, intellectual freedom and freedom of expression are central to the academic enterprise. These special privileges, characteristic of the academic environment, should be extended to all members of the institution's community (i.e. full-time faculty, adjuncts, visiting or part-time faculty, staff, students, instructed on campus, and those students associated with the institution via distance education programs)."* She also read the section from the Fundamental Elements, which outlines what needs to be done to show it has been accomplished: *"a climate of academic inquiry and engagement supported by widely disseminated policies regarding academic and intellectual freedom."*

She explained almost every academic institution has a policy on academic freedom, one of the foundational pillars, making it very important to institutions. It is unusually the only place it is held is in the FA contract, applying to only one part of the College, however having it in the Contract is not an issue.

She was charged with drafting a proposed College wide policy. The original draft included a detailed vision but after receiving feedback, it was removed to allow for a more succinct policy. In an effort to explain the spirit of what is intended by the draft presented she read a section.

She continued explaining it is not duplicating the language in the Contract but creating an external document for everyone to agree to use. She reiterated the importance of this policy and its intent to safe guard academic freedom. It is in no way an attempt to infringe on the language in the Contract or remove any freedom from the College community, which she takes very seriously as part of her role at the College. The first two paragraphs are her idealized vision of academic freedom and she would be open to dialogue on any suggested changes since there needs to be a College policy.

- A. Colosimo asked Dr. Wade if there will be other policies being put forward as a result of Middle States. Dr. Wade confirmed and they have a list by Standard where policies are needed.

- B. Grindle asked what would happen next if the motion passes. M. Ernsthause explained he would work with the SLCC and/or the FA on suggested edits and/or a counter proposal. He explained the proposed policy has not gone to the BOT so there is still time to make changes everyone can agree with going forward.

Motion passes.

Note: A motion from the floor requires a 2/3 majority vote of the Senators present.

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:

- The Committee is working on revisions to the Faculty Senate Resolutions for the Academic Grievance Procedure, Scheduling and Adjustment and Withdrawals, and Academic Honesty.

Curriculum (E. Putnam)

E. Putnam reported the following:

- The Curriculum Committee has given final approval to:

Course Learning Outcomes Revisions:

2016-CO57-Spring	GEG 111	Physical Geography II
2016-CO70-Spring	GEO 101	Physical Geology
2016-CO59-Spring	GEO 103	Great Mysteries of the Earth
2016-CO69-Spring	GEO 105	Astronomy
2016-CO68-Spring	GEO 106	Introduction to Oceanography
2016-CO75-Spring	GEO 108	Dangerous Earth
2016-CO73-Spring	HIS 275	History and Cultural Analysis of the Holocaust, Genocide, and Human Rights
2016-CO50-Spring	PLS 250	Paralegal Communication Skills
2016-CO91-Spring	HEG 215	Global Health and Culture
2016-CO77-Spring	BIO 148	Fundamentals of Biology and Inheritance
2016-CO78-Spring	CLT 100	Introduction to Medical Laboratory Technology
2016-CO80-Spring	CLT 110	Specimen Procurement and Processing
2016-CO79-Spring	CLT 130	Body Fluids and Urinalysis
2016-CO81-Spring	CLT 145	Serological Techniques
2016-CO82-Spring	CLT 150	Histology Techniques
2016-CO83-Spring	CLT 203	Diagnostic Microbiology
2016-CO84-Spring	CLT 210	Clinical Chemistry

2016-CO85-Spring	CLT 220	Immunohematology
2016-CO86-Spring	CLT 230	Hematology and Coagulation
2016-CO87-Spring	CLT 251	Clinical Rotation I - Microbiology and Ur
Course Deactivations:		
2016-CD12-Spring	SPA 110	Accelerated Elementary Spanish
2016-CD13-Spring	SPA 201	Espana de ayer y de hoy
2016-CD16-Spring	SPA 202	Latinoamerica de ayer y de hoy
2016-CD15-Spring	SPA 205	Advanced Conversational Spanish I
2016-CD14-Spring	SPA 206	Advanced Conversational Spanish II
2016-CD20-Spring	FRE 205	Contemporary French Conversation I
2016-CD21-Spring	FRE 206	Contemporary French Conversation II
2016-CD18-Spring	PSY 170	The Psychology of Eating, Body Image, and Wellness
2016-CD19-Spring	PSY 260	Psychology of Health
2016-CD24-Spring	BUS 225	MCC Business Collaborative
2016-CD25-Spring	MAR 204	Advertising
2016-CD26-Spring	SPC119	Storytelling

- The Curriculum Committee has posted for faculty review until 11/8/16:

Course Revisions:

2016-CR54-Spring	COM 211	Practicum in Media I
Deneen Rhode-10/19/2016-CR-1	HEG 215	Global Health and Culture

Questions:

- M. Ernsthausen asked for an update on the GenEd proposals. M. Heel reported they are coming in slowly and asked Senators to encourage their departments to work on submitting. E. Putnam stated there are two separate committees working on reviewing the submissions; the Curriculum Committee has not received any to date.

NEG (M. Heel)

No report.

Planning (P. Emerick)

No report.

Professional Development (G. Lynch)

J. McPhee on behalf of

Awards

We received two nominations for the MEEA and Roueche awards and will be announcing the winners shortly.

June Professional Development Week

We will be meeting November 21st to start planning for spring semester so send us your ideas for June PD Week.

SCAA (A. Flatley)

A. Flatley reported the following:

Ongoing searches

- Director of Student Services, Dean of Academic Foundation – ongoing
- Dean of Curriculum and Program Development – ongoing
- Associate VP to Student Services (Enrollment Management)

Upcoming searches for spring 2017

- Executive Director MCC Foundation (Diane Shogar position)
- Director of Public Safety
- Dean, School of Arts & Humanities and School of Social Sciences & Global Studies (SSGS)
- Dean of Science, Technology, Engineering & Math (STEM)

Divisions Reorganization from Spring

- SCAA received a response from Vice Presidents Wade, Holmes and Oldham regarding their follow up memo. H. Murphy will distribute it to the Senators next week.

Students Services Reorganization for fall

- SCAA received a response from Dr. Holmes, which was forwarded to Senators. SCAA has not met to discuss yet.

New SCAA members

- M. Bates and M. Pentz

Questions: N. Pares-Kane asked if the schedule for open forums could be sent out earlier. A. Flatley explained it sometimes is a room issue however; they will work on getting the information out sooner.

7. Old Business

- a) M. Timmons asked for an update regarding the proposed 2018-2019 Academic Calendar. M. Ernsthausen stated it would be presented to the BOT at its December meeting. Dr. Wade stated there will be discussion with the FA labor management team regarding a Letter of Agreement. J. Hill confirmed labor management team has been formed and the list has been given to M. Fingar.
- b) H. Williams asked for an update on the issue of the Brighton Room use by students. M. Ernsthausen is working on the issue.

8. New Business

- a) H. Williams asked on behalf of her constituents, if there could be discussions regarding re-instating College Hour. Dr. Wade stated she recently met with B. Moore (President of SGA) to discuss his concerns regarding this issue. She reviewed the schedule with him and discovered there was only minimal classes schedule during the noon hour on Monday, Wednesday and Friday. She further explained she does not schedule classes, this is handled by the departments. There was discussion regarding past practices but it was agreed there is not currently a reason Departments, Chairs and Deans could not have the discussion within their areas about not scheduling classes during this time. Dr. Wade and N. Pares-Kane encourages departments to review their schedules and discuss whether moving classes from College Hour is an option.
- b) M. Ernsthausen stated this is his last term serving as Faculty Senate President. He encourages anyone interested to contact him for more information. There will be a call for nominations in March 2017 with an election in April for President, Vice President and Secretary.

Faculty Senate Meeting adjourned at 4:59 p.m.

Respectfully submitted,

M. Ernsthausen/hm

Mark Ernsthausen
President
Faculty Senate

NT Schickler/hm

Teresa Schickler
Secretary
Faculty Senate

Minutes approved at December 1, 2016 Faculty Senate meeting.