



Faculty Senate

Monroe Community College

March 2, 2017
Faculty Senate Meeting

PRESENT: E. Basnayake, M. Bates, E. Baxter, L. Blew, K. Borbee, A. Burns, B. Burritt, A. Colosimo, M. Dorsey, P. Emerick, M. Ernsthausen, R. Fisher, A. Flatley, D. Gasbarre, B. Grindle, M. Heel, J. Hill, R. Horwitz, S. Lautenslager, G. Lynch, J. Mahar, J. McPhee, H. Murphy, E. Putnam, M. Redlo, K. Rodriguez, R. Rodriguez, T. Schichler, J.C. Senden, C. Shanahan, C. Silvio, R. Straubhaar, G. Thompson, K. Tierney, M. Timmons, T. Vinci, J. Volland, J. Waasdorp, W. Wagoner, R. Watson, H. Williams, L. Zion-Stratton
STUDENT REPRESENTATIVE: Q. Britt, A. Bertelli, B. Moore, E. Sargent, R. Thomas
ABSENT: R. Babcock, S. Broberg, H. Chang, M. Connolly, T. Custudio, B. Ellis, K. Farrell, H. Hlevinski, A. Knebel, D. Lawrence, D. Mueller, R. Pearl, M. Pentz, D. Rivers, M. Sample, J. Santos, J. Scanlon, A. Zamiara
GUESTS: B. Gizzi, A. Leopard, K. Lowe, K. Love, C. Mapes, K. Nocera, N. Pares-Kane, M. Vest

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

1. **Guest Speakers:**

a) **K. Lowe and K. Nocera – RESTORE Sexual Assault Services**

K. Lowe provided the information about the RESTORE Assault Services partnership with the College as an initiative from the New York State Enough is Enough Campaign. K. Nocera is an advocate assigned to MCC and provides the following services:

- Confidential counseling
- Advocacy and support through conduct process
- Advocacy for accommodations
- Prevention, education, and outreach
- Training for conduct board members
- Clery Act accountability

K. Nocera provided additional information along with her office hours for the Brighton Campus (Tuesday and Friday) and the Damon City Campus (Monday and Thursday).

K. Lowe provided information about upcoming events suggesting potential extra credit opportunities for students:

- Enough is Enough Week April 3-7 "One Love Foundation: Escalation Workshop" on Thursday, April 6th 1pm (90 min)
- "Walk in Their Shoes" workshop by Willow Domestic Violence Shelter on Monday, April 3rd - 10am & 1:30pm (75 min)
- Essential Discussions "Title IX: Building a Culture of Inclusion & Shared Responsibility" Wednesday, March 8th
- Ongoing potential for Curriculum incorporation with "Don't Cancel My Class" where a RESTORE advocate could present during a class time such as COS

She also encouraged participation in an upcoming Campus Climate Survey to be distributed to all faculty, staff and students from March 20 – April 7.

Please contact K. Lowe if you would like any additional information or go to the website www.monroecc.edu/go/titleix. Handouts and bookmarks were provided.

b) President Kress – College update

President Kress gave the following updates:

- There is a tentative lease agreement for the Damon City Campus pending approval by the Board of Trustees and the County. The tentative agreement will go through July 31, 2017.
 - MCC has contracted to run the parking at Kodak during sporting events. This is a one-year agreement renewable annually. President Kress explained this was in order to eliminate issues with student parking prior to any events.
 - She gave an updated on budget advocacy explaining this year they are requesting \$270 per FTE increase. She encouraged Senators to advocate with their Assembly and Senate Representatives.
 - She encouraged everyone to check out the new theater as well as the first instrumental performance on March 8.
 - MCC is hosting the Women's Regional Basketball game this weekend
- Questions were taken from the floor. (see attached).

2. Announcements

M. Ernsthausen reported the following:

- a) SLCC has met twice since the last Faculty Senate meeting. He provided the following update:
- SLCC received a charge from President Kress to look into the idea of Administrative Tenure. The Council discussed the proposal and agreed the charge was outside of the scope of the SLCC according to its Bylaws. There was discussion regarding a committee consisting of Administration, Faculty Association and Faculty Senate to discuss this issue. However, he has not addressed this with President Kress yet.
 - The Council continues to look into the original charge, which was to provide recommendations on the hiring process. An Ad Hoc committee of SLCC members has been charged with working on setting the priorities and ways to get more information from the constituencies.
- b) He asked Senators to encourage their constituents including adjuncts to complete the survey from the FA regarding the academic calendar.
- c) *Motion*: A. Colosimo made a motion to amend the Agenda as follows:
- Student Announcements
 - Approval of the Minutes
 - Action Items
 - Executive Session to discuss Old Business: Tenure for Faculty in Administrative Roles
- Motion seconded.
- Discussion: There were questions clarifying the agenda.
- Motion passes.***

3. Student Announcements

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

- Women's week is tentatively scheduled for March 27-31
- Art Jewelry will be on campus March 20-21 and March 28-31
- She asked Senators to let their students know the SGA office is now a meditation and pray zone
- She is working on getting support for a You Are Welcome Campaign as a way to have international students feel welcome at MCC.
- The Offices of Student Life and Leadership is working on recognizing all clubs and advisors
- MCC Dental Clinic offers free teeth cleanings

Questions:

- M. Ernsthausen asked if SGA would be willing to partner with RESTORE. – she indicated they are willing to work with them – any other suggestion please send to her

Q. Britt, Peer Leader, Wellness Coordinator for Student Events and Governance Association at DCC (SEGA), made the following announcements:

- SEGA is working on scholarship awareness in order to make students aware of these
- She will be attending a press conference on 3/3 to provide feedback to political leaders on how RTS and Single Stop has helped students

4. The Minutes from the February 9, 2017 Faculty Senate meeting

Minutes were approved.

5. Action Items

a) NEG: Proposed Revisions to Faculty Senate Bylaw V (Note: The vote will be to support moving forward with open forums not to approve/disapprove the proposal)

M. Heel explained the vote was to move the proposal forward for faculty open hearings as outlined by the Faculty Senate Bylaw Article X, Section 5(b). He summarized the feedback he received from Professional Staff who showed concern about the Vice President of Professional Staff not being next in line of session if the President resigns. M. Heel pointed out the following as rational for the proposed language that Professional Staff Senators make up 40% of the Senate whereas Teaching Faculty are 60%. He pointed out this clause has never been enacted and would encourage the Professional Staff not to oppose moving this forward since they are getting officer representation as part of the proposal.

Motion to move forward with faculty review of the proposed Bylaw Revisions. Motion seconded.

Motion passes.

b) APC: Proposed Revisions to Faculty Senate Resolution 1.1.10

A. Colosimo reviewed some changes as part of the feedback she received from constituents.

Motion to amend the proposed Faculty Senate Resolution 1.1.10. Motion seconded.

Discussion: There was one additional edit.

Motion to approve amended Resolution. Motion seconded. No further discussion.

Motion passes.

c) APC: Proposed Revisions to Faculty Senate Resolution 1.8

A. Colosimo reviewed some changes as part of the feedback she received from constituents.

Motion to amend the proposed Faculty Senate Resolution 1.8. Motion seconded. No further discussion. **Motion passes.**

Motion to approve amended Resolution. Motion seconded. No further discussion. **Motion passes.**

Additional Announcements:

Prior to moving into Executive Session M. Ernsthausen made the following announcement:

He appreciates the support he received from many of the faculty during his time as President of Faculty Senate, however, he felt it was important and for the best interest of the College to resign his position as President of the Faculty Senate effective immediately. M. Redlo will run the remainder of the meeting. M. Ernsthausen turned over the Faculty Senate gavel to M. Redlo.

The meeting continued with M. Redlo presiding.

Motion: A. Colosimo withdrew her Motion to go into Executive Session to discuss-Old Business: Faculty Tenure in Administrative Roles. Motion seconded. No further discussion. **Motion passes.**

Motion: A. Colosimo made a motion to allow anyone not able to stay for the Executive Session to make a statement regarding the proposed discussion items. Motion seconded. No further Discussion. **Motion passes.**

B. Gizzi addressed the charge given to the Shared Leadership Coordinating Council (SLCC). She stated she made a motion at the meeting that SLCC not accept the charge. She explained the SLCC Bylaws clearly stated if there is an issue that should be addressed by one group, it should be given to that specific group.

She pointed out the issue needs to be addressed by faculty. Her motion was unanimously approved. However, she pointed out Deans are not FA members therefore, what the FA can do is limited. She believes a coordinated message from the FS and FA is important and strongly feels the individuals have earned our professional respect.

N. Pares-Kane stated the work equity is used a lot and she believes the term needs to be defined since everything is not the same. She further explained equity is about recognizing there are rights and privileges earned and does not get applied across the board evenly. She pointed out not everyone gets paid the same nor do they have the same rank. There are a lot of differences including how tenure is earned. The discussion regarding equity should include the past practices since there is an understanding among faculty however, she is not hearing this being acknowledged. She pointed it if they want to encourage faculty to take on these roles we should not take away their right they have earned at this institution.

Motion: A. Colosimo made a motion to go into Executive Session to discuss Old Business: Tenure for Faculty in Administrative positions. Motion seconded. No further discussion. ***Motion passes.***

The Executive session convened at 4:55 p.m. and adjourned at 5:48 p.m.

The Faculty Senate Meeting subsequently adjourned by consent.

Respectfully submitted,



Mitchell H. Redlo
President
Faculty Senate



Teresa Schichler
Secretary
Faculty Senate

Minutes approved at March 30, 2017 Faculty Senate meeting.

Supplement to the March 2, 2017 Faculty Senate Meeting Minutes

NOTE: The following is a transcript that has been edited to remove the following words/phrases: "um, you know and uh" in order to improve readability. A verbatim version including the removed phrases is available upon request.

President Kress addressed the following questions:

Amanda Colosimo: I've got a bunch of questions that I'll ask from my constituents. Most of them are in regards to the memo that the SLCC received last, or rather, on February 13, 2017, about tenure status for faculty who are receiving a line in administration. So number 1: what would you say is the current practice for hiring faculty and staff who have tenure into administrative positions?

President Kress: So, it's interesting, because there was a practice that existed, I'm going to say before Provost McDonough, and there seemed to have been a practice that existed post Provost McDonough. The challenge is that the Provost, and so we've uncovered [inaudible]. The Provost gave letters to the hires that, [let's] seriously say, contradicted the conversations he had with me; and contradicted their actual appointments by the Board of Trustees. And so, they, they received letters that said that they could keep their tenure status and return to tenure lines but, that was not part of their appointment by the Board. So, should anyone have wanted to do that, it would have been problematic. Now what I will also tell you though, without going into specific Deans, is that at a certain point there was a Dean who was interested in returning back to their position. The way that, that was handled, and it eventually did not occur, but the way that it was handled would suggest that there was no, there was no expectation that this individual could return back to a tenured line. So it, it doesn't seem that there was any real clear messaging. And, I think it's fair to say that.

Amanda Colosimo: So (*inaudible*) but when did you learn that Provost McDonough had allowed incoming faculty to retain their tenure?

President Kress: When we got the letter, I think that actually the Provost, Dr. Wade, forwarded me the letter, after another search.

Amanda Colosimo: The Current Provost?

President Kress: Yes. Yes. But, she did not have them in [her] possession until somebody raised that question.

Amanda Colosimo: So, so you had one expectation for the letters that the Provost, that Provost McDonough, was going to write that, that, that wasn't that [different]. So Provost, is there anyone outside of the Provost who would also have known about [the letters]?

President Kress: A copy went to Human Resources, but what's interesting is that when Human Resources -- 'cause Human Resources then completes the items that go to the Board for resolution -- that was not part of the appointment. And so, I think it's important for everyone to understand that by Board of Trustees Bylaws, and actually by the status of being a non-contract employee, you are appointed annually by the Board of Trustees. So essentially, outside of [that], there is a benefit sheet that non-contracts have, and again has Board approval by (*inaudible*). Outside of that, your appointment is through action of the Board of Trustees. So if, if there is something -- this is just something to keep in your head -- if there is something you have been promised by somebody, but it doesn't show up in the way the Board has appointed you, and you don't have a separate contract -- for example I have a multi-page contract with the Board of Trustees -- then essentially, that, that paper is sort of worthless.

Amanda Colosimo: So, so if HR prepared the paperwork with Provost McDonough to get it the Board of Trustees, HR then would have seen Provost McDonough's letter.

President Kress: Yeah, I'm not sure, you know, it, it's hard for me to do the hypothetical...

Amanda Colosimo: Sure.

President Kress: ..about how that would have happened, but I do know when it came forward to the Board those weren't the terms. The appointment that goes to the Board, and in the backup there is the salary information.

Amanda Colosimo: The last one is more of a hypothetical [question],

President Kress: Sure.

Amanda Colosimo: is it inherently unfair to have tenured and non-tenured people at the same rank and salary?

President Kress: Well I think, yeah, it's a challenge. I will tell you that the interest we have had has only been with internal candidates, and that creates an issue. Some of you may have been around when I proposed the whole reorganization for, for I guess, what was it, 2014. And one of my proposals, quite frankly, because at that point Provost McDonough had hired only internal candidates; and we were getting some negative feedback from external candidates about [how] it seems there is a pattern here. This is whole another letter that I gave to SLCC about looking at our search operations. And, I had proposed, okay let's just hire our Deans internally. The feedback from campus couldn't have been more negative. More than 2/3 of the folks who responded to SCAA said, we do not like this idea, and basically, 2/3 of them outright opposed it. It wasn't like they thought there were problems with it; they really just did not like it. But, the comments were very illustrative, because several of them pointed out that this would raise inequities; what if you got somebody who has tenure? I had tenure when I was a faculty member, the Provost had tenure, Dr. Wade did. And, I believe back to Provost McDonough, [he] probably had tenure at Alfred before he came. So, you've got people who give that up because they weren't home candidates, if you will; and then, you've got other people that you are saying, well you can keep your tenure and go back to their tenure lines. So, that was one of the issues that folks raised. They also raised a concern about, well what if someone leaves the department to become a Dean and they don't want them back essentially, but now they've got, because once you continue someone's tenure regardless they have a right to return; which is a challenge. And then that also creates a budgeting challenge. So, I think there is a number of challenges with this, which I outlined in the SLCC letter. The SLCC indicated they thought this was outside of their purview. It is really within the Board purview but I was looking for some recommendations to take the Board. So, we are doing some research into it. You can see institutions where it happens both ways. But I will tell you, when it does happen, when folks do retain tenure, they have... it is inside and outside. And, that return to tenure then is something that is negotiated as part of their actual salary package because there's a value that comes with tenure. So, I think the challenge will be saying okay, well, if you are an internal candidate you get to retain your tenure, if you are an external candidate you've got to give it up. So, you've got to be fish or caught.

Mark Ernsthausen: So, Dr. Kress is it, is it your stance that, that internal candidates will not be offered tenure should they be recommended for the position?

President Kress: Correct, yes at this point, yeah. I mean it's an administrative position, part of as I mentioned in the SLCC letter, I mean, part of the reason why administrative positions also carry with them the salaries that they do, is not just because of the enormous responsibility, it's because you're an at-will employee. And, you can look at a whole, the history of labor relations, you can look at the history of compensation, and

typically if you're an at-will employee, there, there is a risk there that you get paid more for. [It is] very much like interest rates, it's risk and return.

Bethany Gizzi: I don't believe that it's accurate to say that there was a practice that was different before and after Provost McDonough. I think that we can look back at a number of examples of individuals both from the teaching faculty, but also from the professional staff members, who have moved into non-contract administrative positions, not just Deans. And then, at some point moved back to positions that they held previously. So, and that pre-dates Provost McDonough. I think there was a much longer standing practice, and perhaps the letters of appointment did not always read exactly the same. I don't know exactly what the appointments look like when they [go] to the Board of Trustees, I obviously don't have access to that but, I definitely think it's important to acknowledge that the practice has existed for many, many years.

President Kress: Well and I think it's very different to say that there will be every attempt made for folks to be able to move back, but when you...and I think this is part of the power of tenure, right? If you allow someone to keep their tenure as an administrator, they have a right to return. It is a property right in that. And so, regardless of whether or not...let's say it's a disaster, and the institution realizes that it would not be advisable to even keep that person, tenure allows that individual to go back. And so, it's very different to say that we will make every attempt for you to return to your department but, I think we also want to be very careful, and I say this as somebody who earned tenure, we want to be very careful who makes those decisions. And that's...and I know that was part of the concern that was raised when I proposed just hiring the Deans from the inside, is that there was clearly anxiety in those comments about who gets to make that decision about who is a faculty member in a department. Because when you move somebody to an administrative line but allow them to retain tenure, they're going to come back regardless of whether or not the department wants them, because that's their property right.

B. Gizzi: But I think that when we are talking about individuals who have, in some cases 20-year careers, have been promoted to a full professor, their department obviously values them. I think it is misleading to suggest their department wouldn't want them back.

President Kress: I didn't say that they wouldn't want them back, I am saying they don't have a choice in the matter. So, understand that as an administrator, and I'm, like, living proof of this, you make all sorts of decision that folks are not happy with. And so, that's one of the reasons why, for example, and I was given examples of individuals in universities, you are typically hired in as a tenured faculty member, plus ex-administrative. Right? So, even as a President you [are] hired in as a tenured faculty member, plus whatever, and so when things go bad, typically those administrators go back to their faculty lines. It's...that's an institutional choice but that's also part of the salary compensation decision. So that's the other flip side to this, is that there is an actual compensation value associated with tenure that may impact the salary that we provide to people. So, that's why I think it's a longer term discussion. But, this is also within the purview of the Board of Trustees. So, they appoint non-contract administrators, who are at-will. But keeping and allowing someone then to retain their tenure, or provide them with tenure if they come from outside of the institution, to assure that there's equity, it...it's an issue then that I think the Board needs to weigh in on because you have no longer created an at-will employee.

Mark Ernsthansen: Rochelle.

Rochelle Watson: Dr. Kress, could there be some condition that is provisional? And, I'm speaking internal candidates, I don't know about external candidates. But let's say you have an internal candidate, who wants to go to administration, and [maybe there is] a thing where for, like, the provisional period, maybe for a year, and within the context of that provision, they have the ability to go back, if provisionally it doesn't work out or if provisionally they agree, to go back to faculty. Is that something that is feasible?

President Kress: I would encourage the Board to get a legal review of that because it's sort of like being a little bit pregnant. Because you either have tenure or you don't have tenure; and if you have tenure you have a right to return to your position. Period, and [it's] very difficult to get someone to give that right up. So, I think, part of it is -- What is an administrator? Who is an administrator? And, what is an administrator's salary? What is their responsibility? What are the expectations? And, the expectation for administrators is they are at-will employees, and they're evaluated as such. And, that's, that's a whole different way of looking at things. And, I think the concern for me, quite frankly, when I saw those letters, is that it does not fit with the description of those employees and the Board's purview. It did not fit with their appointment by the Board of Trustees. Certainly, as an institution we have a long standing, interest in certain employees, we don't want to just throw people out the on street; and knowing the interaction with them [Provost McDonough] and the specific team. And, at certain point decided it might be better to go back to their department; that- - that was a negotiation as though that letter never existed. And I will also tell you, there are lots of things that you need to think through. So, one of the challenges in that particular case was salary, that being, having an expectation that their salary would not change going back to faculty. And that was the deciding factor. We also, obviously, have contractual equity, and equity is around years of service. But I think, there's an expectation I would say, unwritten -- so the contract is sort of silent on that--- what those years of services will be. But how do you then say to somebody who has retained their tenure,-- and as by definition, a tenured faculty member, who's been a Dean for 10 years -- those years don't count towards your equity. So, now you are going to go back, and how do we negotiate your reduction in salary, how do we negotiate equity? So I think it's one of those [that] seems so easy on the surface by it's more complicated.

Rochelle Watson: But, if you have a year provision, then that faculty would agree at the end of that year, like a probation period, (*inaudible*) and accept that faculty might agree after that year, yea or nay, or maybe the administration could decide if this is working, this is not. Do you think the ramifications will be as extreme if we are just looking at a year period, a 12-month period?

President Kress: Well then, the question is what about if somebody comes outside of the institution, they don't have that option. Unless we're willing as an institution to say --- we'll hire you with tenure. I mean that's a decision that I would say, that is not within the Board's purview; it's really a faculty decision. Because this is not something in the (*inaudible*) traditional hiring process you don't know, so we... because otherwise you are giving an internal candidate a step up that an external candidate doesn't have. Which, I've got to say, I go back to my proposal about hiring Deans from the inside, I mean that was exactly what everyone rejected. That, [feedback received said] why would we want to do that; we become too insular. But, you've got to do for everybody or nobody, is part of the problem.

Bethany Gizzi: Can I just respond to provisional issues? That actually is something that, that some colleges have, and in fact, Broome Community College is one of those, that has it worked in to their faculty contract, where when individuals go into administrative positions they have a provisional period. I don't recall if it's 3 or 5 years, but they do have that option right to return.

Mark Ernsthausen: Are there other questions?

Rita Straubhaar (translator): Yeah, I got one. So, god forbid, say I quit, and go to another college. I can't expect that tenure can be transferred from here to the other college. And I think that the same expectation can be said for, external candidates becoming deans here. In terms of fairness for internal versus external candidates, I don't know, I think internal candidates in terms of promotion, I could understand that. I feel like that is respecting their efforts in trying to continue their career path but to be fair for external candidates, I think in my opinion is, is not an expectation that we should have and I don't think that, that similarity can be drawn, really. That's just my personal opinion. And I don't know about anyone else's but that is my personal opinion.

President Kress: And what I would agree with you, is that if it were seen as a promotion, but understand that for...that was essentially my proposal. Let's look at the Department Chairs, and let's see if there is a promotional path. And in fact, my proposal was a little comprehensive, and said let's take all this money we spend on searches, and instead, work on professional development. It was rejected because what folks said is they wanted open searches for these positions. They didn't want them to be seen as promotions. In a promotional environment it's very different. It's the very reason why within a contractual bargaining unit, we see those promotional paths for people but those paths top out at Director. So then beyond that, what we call the non-contract employees, and so, they're not part of the contractual bargaining unit.

Mark Ernsthausen: I thought I...Mary did you have your hand up. No? I'm sorry. Amanda?

Amanda Colosimo: So I can, I can see that, that there, that there was, at least in 2014, a lot of feeling about the importance of having outside searches because then we can have a lot of new ideas coming into the college. But, I don't necessarily understand how that translates into keeping or losing tenure for some people.

President Kress: Because the argument is if this is a promotional pathway and you're not essentially quitting this job and taking another, right, which that is very different, and saying my faculty position is over, and now I'm an administrator. So if this is about a promotional pathway, that might be from Chair to Dean, it's a very different way of thinking about that position. And, I think it's important to understand that when an institution, I can't speak to Broome, but I can tell you, when at a college and university, if you are hired in as Dean, if you are hired in as Provost, you are typically hired in with tenure. And, you're in a...you're assigned to a specific tenure line in a department and that is your right to return. So, the..this is not about...it needs to be.-- and I just keep coming back to this -- if...if there is a large sentiment -- and so SLCC sort of didn't want to address this -- but if there is a large sentiment that we want our internal candidates to be able to keep tenure, we have to be able to give tenure to external candidates. Otherwise, I can tell you we will not have applicants; and we, also, will have inequities. If you look at Dean Kim McKinsey-Mabry, she was never in a tenure line...so the decisions that she makes...think about the decisions that you might be willing to make or not make, if.. that you always have job security, you can always go back. And in some cases you can't, you are a true at-will employee. So, this is something we need to think about in terms of equity, one of the clear concerns that came through when I proposed internal Deans, is that it would not be fair. That this is just not fair, and you can't give some people tenure and not others.

Amanda Colosimo: I was just going to ask, are there professional staff at the College where they are at the same rank, and one has tenure and one does not? Is that right, is that something... *(inaudible)*

President Kress: I have no idea. I do know that there were...there was a change made years ago, because that's why we have a professor of counseling for example, and at a certain point those positions were no longer ranked positions. So, there was some determination made but that was long before me.

Bethany Gizzi: There are... there are positions at the College that...that professional staff members, some have rank and tenure and others do not. And there are also some individuals that have moved into non-ranked positions within professional staff and have taken their rank and tenure with them ... *(inaudible)*

President Kress: And I have to apologize, I can take maybe three more questions, then I have to run to *(inaudible)*.

Emily Putnam: My concern is if we are hiring Deans without tenure that we are going to have them with a lot less classroom experience. And so, we're asking Academic Deans to do observations of faculty in the classroom when they don't have much to draw on from their own personal experience. Is that what you are intending?

President Kress: No what I'm saying is not the Deans wouldn't have tenure but if you have faculty members from other institutions where they have earned tenure at their institutions, then come [here], because they weren't tenured within our system, then they would not, as proposed, have tenure. But, their peers sitting next to them would have tenure. So, it is not that they themselves would never [have] earned tenure. I mean, I earned tenure as an English faculty member but I don't have tenure now. I didn't have tenure, I will tell you, at my previous institution, when I became department chair, which was a full 12-month administrative position.

Gary Thompson: Did the Board of Trustees not like the part regarding... *(inaudible)*

President Kress: No. What do you mean?

Gary Thompson: You said as part of the reorganization *(inaudible)*.

President Kress: No. No when it when it went out to SCAA, it came back with all the survey did *(inaudible)* that folks did. That is part of the Faculty Senate documentation.

Mark Ernsthausen: Anne.

Anne Flatley: I have a question, a two-part question *(inaudible)*. One of my constituents, who is *(inaudible)*, his question is: most large companies hold exit interviews *(inaudible)*. Why or why not? And the second question is, is this something that we could do?

President Kress: I've talked to Human Resources, they've...they've built in a practice of having exit interviews. I will tell you with Administrators who leave, I typically will have discussion with them or others. I know everyone is always concerned when administrators leave, but the reality is, the Deans who have left have moved on to promotions. The Provost that left became a President. We have had people leave because...Mark McBride got a position within SUNY, so he left for that. We have had some people leave, for reasons that I'm not at liberty to discuss, and so those are... those are different kinds of exit interviews. And, so yes, we've been looking at having that discussion. *(Inaudible)* We've also lost folks because spouses have moved to other places. So... but some cases it's sort of reasonable. I've had folks...had folks talk to me about *(inaudible)*. We have an ethics hotline, and it is surprising -- or maybe not surprising -- how many of those calls essentially involve what are effectively personal conflicts, that are being expressed *(inaudible)*. We need to be much better about that, so then it can be address. It's sort of like -- I know there are some...there are students in here -- that sometimes Vice President Holmes and I will sit with students, multiple times every single term, at luncheon. And, they will sometimes come in really, really hot about things; how much they hate this or hate that; are so disappointed this didn't happen. And my first questions is, who did you talk to about this because I want to know why it wasn't addressed. And, 9 times out of 10 the answer is no, I didn't tell anyone, I was just really angry. Don't do that. Don't do that when you are student. Don't do that when you are employed at the institution. Let somebody know.

President Kress: One more question.

MaryJo Vest: I do have a question back to the tenure situation. I'm curious as to when do they find out tenure will not be a provision of hire. I have personal experience with that situation. It was not clear to me at the time when Human Resources spoke to me, it was not clear the time of interview, it was not clear when I talked to the Provost. It was only clear at the time when the offer was made. So, I'm curious, as to why we don't tell people that are applying for these positions exactly what they are apply for.

President Kress: Well, and, so, I can't speak to that specific occasion simply because I wasn't in any of those discussions. But, part of it goes back to the job description. The job description should indicated, quite frankly, if there is tenure. It should say it is a tenure position, it should say full-time faculty line, temporary faculty line, right? These are two very different things. These are non-contract positions, so maybe as a College, maybe there was an assumption that folks would understand that a little bit better. The Academic Dean certainly was not. I know in talking with the Provost --- Oh is the Provost here? Oh she is in Albany for the march on the

capital. So she indicated to me that she has had those discussions but I have to say, based on my past experience, it's probably better to get something in writing on that.

(Section missing due to being inaudible)

President Kress: So thank you, thank you...

The following Standing Committee Reports were not discussed at the meeting however, they were provided to the Senator prior to the meeting.



Faculty Senate

Monroe Community College

**March 2, 2017
Faculty Senate Meeting
Standing Committee Reports**

Academic Policies (A. Colosimo)

A. Colosimo reported the following:

- The Committee is working to finalize the language for Partial Medical Withdrawal and waiting on feedback from Health Services.
- The Committee is working on an amendment that will include revised language to the Incomplete Policy.
- The Committee will be discussing amendments to the Course Information Sheets resolution, which will include moving information to the catalog and having a repository for all department course information sheets.

Curriculum Committee (E. Putnam)

See attached report.

NEG (M. Heel)

No report.

Planning (P. Emerick)

P. Emerick reported the following;

Strategic Planning Grants

- o We had our first meeting of the grant season this Monday. I have been working with Dea Gasbarre from the Grants Office to discuss a number of things. We are launching a new far more objective rating sheet that offers far more transparency to all involved. We rolled out the new rating sheet that we will be using for this round of Grants. The form was designed to handle the previous Strategic Plan of the College and the Strategic Plan that was approved by the Board of Trustees at the December meeting.
- o I am scheduled to meet with President Kress 3/28 to review grants.

SPACE Committee

- o We are finishing up our initial work on creating the forms related to the process. We met with Vice President Simmons and our next step will be to present our work to President Kress on 3/7. Once we have received the go ahead from President Kress we will begin the roll out of the process to the College community at large.

Strategic Planning Leadership Team

- o We are still working on recommended KPI's that will be presented to the Board for consideration. The most recent meeting was this morning and I was not able to attend the meeting. Please refer to Mitch for an update of today's meeting.

Professional Development (G. Lynch)

G. Lynch reported the following:

- **PROFESSIONAL DEVELOPMENT WEEK REQUEST FOR PROPOSALS**

SUBMISSION DEADLINE: February 24th, 2017 **NEW DEADLINE: March 10th, 2017**

The Faculty Senate Professional Development Committee hosts a weeklong series (June 5 – 9, 2017) of workshops facilitated by faculty and staff. Consider submitting an application to present a 30 minute or 60 minute session. Applications can be found online on the Faculty Senate website.

- **THE CARMEN POWERS LEGACY LECTURE SERIES SUBMISSION DEADLINE:** ~~March 3, 2017~~ **NEW DEADLINE: March 17th, 2017** **LECTURE EVENT: Friday, April 28, 2016 in Monroe B at 12:00 p.m.**

The intent of the Carmen Powers Legacy Lecture Series is to share and preserve MCC's collective professional and institutional wisdom. It is open to all MCC employees who are about to retire and is not restricted to faculty retirees.

- **LEAVE FOR PROFESSIONAL ADVANCEMENT FOR THE BENEFIT OF THE COLLEGE**

SUBMISSION DEADLINE: March 3, 2017 at noon

<http://web.monroecc.edu/FacultySenate/profleaves>

Leaves for professional advancement may be made available each year to members of the faculty and non-teaching professionals. The objective of such leave is to increase each faculty member's value to the College in relation to the annual College goals, and thereby improve and enrich its program(s).

- **THE DR. WESLEY T. HANSON AWARD FOR TEACHING EXCELLENCE SUBMISSION**

DEADLINE: April 7, 2017 <http://web.monroecc.edu/FacultySenate/hansonhome>

This is the highest teaching award granted by Monroe Community College. Its purpose is to honor the truly extraordinary teaching professional who demonstrates: superb classroom performance and teaching techniques; consistent concern with intellectual growth of individual students; active engagement with student learning; maintenance of superb academic standards in the classroom; & scholarship and growth in the field.

- **THE MCC AWARD FOR EXCELLENCE IN PROFESSIONAL SERVICE SUBMISSION**

DEADLINE: April 7, 2017 <http://web.monroecc.edu/FacultySenate/mccexcellencehome>

This is the highest service award granted by Monroe Community College. Its purpose is to honor the high achievement, leadership, and innovation of an individual in more of a non-teaching role who demonstrates: achievements well beyond the job description; adaptability to institutional needs; professional recognition, achievements, and service; innovation and initiative; & professional leadership.

SCAA (A. Flatley)

A. Flatley reported the following:

In process searches for Spring 2017:

- Dean for the School of Health Sciences & Physical Wellness and the School of STEM
- Associate VP Enrollment Management
- Director of Public Safety
- Director of Facilities
- Dean for the School of Social Sciences and Global Studies and the School of Arts and Humanities

Upcoming searches:

- Dean of Academic Foundations- Failed Interim Renee Dimino To be searched Spring 2017
- Dean of Curriculum and Program Development- Failed Curriculum office plan in place. To be searched Spring 2017
- Executive Director Foundations To be searched Spring 2017
- Director of Library Fall 2017 Interim Katie DeRusso

Curriculum Proposals Committee Report

Faculty Senate Meeting

March 2, 2017

The Curriculum Committee has given final approval to:

Course Learning Outcomes Revisions:

2016-CO189-Spring	ATP 100	Automotive Services
2016-CO188-Spring	MUS 151	Music Performance and Lessons
2016-CO187-Spring	PPE 271	Issues and Perspectives in Sport Science
2016-CO187-Spring	PPE 271	Issues and Perspectives in Sport Science

Course Deactivations:

2016-CD71-Spring	CRC 172	Microsoft PowerPoint-Presentations
2016-CD70-Spring	CRC 174	Microsoft Publisher-Desktop Publishing
2016-CD73-Spring	MUS 123	Piano Class II
2016-CD72-Spring	SVL 106	Topics in Service-Learning
2016-CD74-Spring	ART 190	Art Focus
2016-CD75-Spring	PEC 100	Fitness Theory and Conditioning for the Professions
2016-CD76-Spring	PEC 144	Dance Composition
2016-CD77-Spring	PEW 145	Dance Technique

Course Revision:

2016-CR67-Spring	ART 115	Introduction to Illustration
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General Education Revisions:

Cathryn Smith-10/11/2016-GE-1	ENG 101	College Composition
Cathryn Smith-10/17/2016-GE-2	ENG 105	Introduction to Literature
Cathryn Smith-10/19/2016-GE-3	ENG 109	Detective Fiction
Cathryn Smith-10/19/2016-GE-5	ENG 114	The Young Adult Novel
Cathryn Smith-10/19/2016-GE-6	ENG 115	Fantasy Literature
Cathryn Smith-10/19/2016-GE-7	ENG 200	Advanced Composition
Cathryn Smith-10/19/2016-GE-8	ENG 201	Early British Literature
Cathryn Smith-10/19/2016-GE-9	ENG 202	Modern British Literature
Cathryn Smith-10/19/2016-GE-11	ENG 204	American Literature Since 1865
Cathryn Smith-10/19/2016-GE-14	ENG 210	Literature of the Black Experience
Cathryn Smith-10/19/2016-GE-16	ENG 214	The Short Story

<u>Cathryn Smith -10/14/2016-GE-1</u>	ENG 215	Children's Literature
<u>Cathryn Smith-10/19/2016-GE-17</u>	ENG 216	American Minorities in Literature
<u>Cathryn Smith-10/19/2016-GE-18</u>	ENG 217	Women in Literature
<u>Cathryn Smith-10/19/2016-GE-19</u>	ENG 218	Introduction to Shakespeare
<u>Cathryn Smith-10/19/2016-GE-20</u>	ENG 220	Introduction to Dramatic Literature
<u>Cathryn Smith-10/19/2016-GE-21</u>	ENG 223	Science Fiction
<u>Cathryn Smith-10/19/2016-GE-22</u>	ENG 224	Literature of Horror
<u>Brigitte Martineau-09/30/2016-GE-1</u>	MTH 130	Modern Business Mathematics
<u>Mark Harris-10/26/2016-GE-2</u>	MTH 135	Introduction to Technical Mathematics **
<u>Mark Harris-10/28/2016-GE-1</u>	MTH 140	Technical Mathematics I**
<u>Karen Wells-10/19/2016-GE-1</u>	MTH 150	Survey of Mathematics
<u>Christine Fogal-10/28/2016-GE-1</u>	MTH 161	Statistics II
<u>Linda Carson-10/24/2016-GE-1</u>	MTH 165	College Algebra
<u>Karen Wagner-09/30/2016-GE-1</u>	MTH 175	Precalculus
<u>Eraj Basnayake-10/11/2016-GE-1</u>	MTH 210	Calculus I
<u>Steve Kilner-10/26/2016-GE-1</u>	MTH 211	Calculus II
<u>Paul Seeburger-10/28/2016-GE-1</u>	MTH 212	Calculus III
<u>Lisa Flick-09/28/2016-GE-5</u>	BIO 155	General Biology I
<u>Timothy Tatakis-12/04/2016-GE-1</u>	BIO 156	General Biology II
<u>Ryan Clemens-10/21/2016-GE-1</u>	CHE 100	Preparatory Chemistry
<u>Lydia Tien-10/08/2016-GE-2</u>	CHE 110	The Chemistry of Indulgence
<u>Mary Disano-11/15/2016-GE-1</u>	CHE 124	General, Organic, and Biochemistry Preparation for General College
<u>Brian Edelbach-10/30/2016-GE-1</u>	CHE 145	Chemistry
<u>Jason Anderson-10/24/2016-GE-1</u>	CHE 251	Organic Chemistry I
<u>Jason Anderson-11/04/2016-GE-1</u>	CHE 252	Organic Chemistry II
<u>Jason Szymanski-11/23/2016-GE-2</u>	GEG 203	Extreme Climate Laboratory
<u>Jason Szymanski-11/23/2016-GE-1</u>	GEG 204	Extreme Climate
<u>Michael Boester-11/22/2016-GE-7</u>	GEG 220	Geography of Genocide
<u>Jessica Barone-11/03/2016-GE-1</u>	GEO 108	Dangerous Earth (formerly GEO 137)
<u>Cristin Finch-11/03/2016-GE-1</u>	HED 108	Health, Family and Society
<u>Cristin Finch-11/05/2016-GE-2</u>	HED 114	Health and Safety in the Workplace

<u>Cristin Finch-11/05/2016-GE-1</u>	HED 118	Introduction to Safety and Emergency Care
<u>Delia Rhodes-10/25/2016-GE-1</u>	HED 212	Women's Health and Wellness
<u>Michael Britton-10/30/2016-GE-1</u>	PEC 148	Physical Fitness Theory and Practice
<u>Craig Rand-11/07/2016-GE-1</u>	PEC 253	Stress Management
<u>Michael Britton-10/30/2016-GE-2</u>	PEJ 101	Physical Fitness I - Criminal Justice
<u>Douglas Henneberg-10/26/2016-GE-1</u>	PPE 100	Introduction to Sport Science
<u>Douglas Henneberg-11/07/2016-GE-2</u>	PPE 155	Sport Performance Coaching
<u>Roland Fisher-10/13/2016-GE-1</u>	MUS 108	College Chorus
<u>Roland Fisher-12/13/2016-GE-1</u>	MUS 122	Piano Class I
<u>Jorge Alas-11/23/2016-GE-1</u>	SPA 101	Elementary Spanish I
<u>Jorge Alas-11/23/2016-GE-3</u>	SPA 102	Elementary Spanish II
<u>Marisol Galarza-Ruiz-11/15/2016-GE-1</u>	SPA 103	Intermediate Spanish I
<u>Marisol Galarza-Ruiz-11/22/2016-GE-2</u>	SPA 104	Intermediate Spanish II
<u>Jorge Alas-11/23/2016-GE-4</u>	SPA 111	Elementary Spanish Conversation I
<u>Jorge Alas-11/23/2016-GE-5</u>	SPA 112	Elementary Spanish Conversation II
<u>Marisol Galarza-Ruiz-11/22/2016-GE-3</u>	SPA 113	Intermediate Spanish Conversation I
<u>Marisol Galarza-Ruiz-11/22/2016-GE-3</u>	SPA 114	Intermediate Spanish Conversation II
<u>Cristina Rowley-11/17/2016-GE-3</u>	SPA 221	Hispanic Culture On Location

The Curriculum Committee has posted for faculty review until 2/21/17:

Course Deactivation:

[2016-CD78-Spring](#) ATP 160 Automotive Parts and Service Department Management

General Education Revisions:

<u>Louis Silvers-11/03/2016-GE-1</u>	ARA 101	Elementary Arabic I
<u>Louis Silvers-11/03/2016-GE-2</u>	ARA 102	Elementary Arabic II
<u>Michael Weingart-11/07/2016-GE-1</u>	ASL 101	American Sign Language I
<u>Michael Weingart-10/05/2016-GE-1</u>	ASL 102	American Sign Language II
<u>Michael Weingart-10/05/2016-GE-2</u>	ASL 103	American Sign Language III
<u>Rita Straubhaar-11/18/2016-GE-1</u>	ASL 104	American Sign Language IV
<u>Louis Silvers-11/03/2016-GE-3</u>	CHI 101	Elementary Chinese I
<u>Louis Silvers-11/03/2016-GE-5</u>	CHI 103	Intermediate Chinese I

<u>Cristina Rowley-11/19/2016-GE-1</u>	CHI 221	Chinese Culture on Location
<u>Louis Silvers-11/11/2016-GE-1</u>	GER 101	Elementary German I
<u>Louis Silvers-11/11/2016-GE-2</u>	GER 102	Elementary German II
<u>Louis Silvers-11/11/2016-GE-3</u>	GER 103	Intermediate German I
<u>Louis Silvers-12/19/2016-GE-1</u>	GER 111	Elementary German Conversation I
<u>Cristina Rowley-11/19/2016-GE-3</u>	GER 221	Germanic Culture on Location
<u>Louis Silvers-11/03/2016-GE-7</u>	HBR 101	Elementary Modern Hebrew I
<u>Louis Silvers-11/11/2016-GE-4</u>	HBR 102	Elementary Modern Hebrew II
<u>Cristina Rowley-11/19/2016-GE-4</u>	HBR 221	Israeli Culture on Location
<u>Cristina Rowley-10/26/2016-GE-1</u>	ITA 101	Elementary Italian I
<u>Cristina Rowley-11/17/2016-GE-1</u>	ITA 102	Elementary Italian II
<u>Cristina Rowley-11/17/2016-GE-2</u>	ITA 103	Intermediate Italian I
<u>Cristina Rowley-11/17/2016-GE-4</u>	ITA 111	Elementary Italian Conversation I
<u>Cristina Rowley-11/18/2016-GE-1</u>	ITA 112	Elementary Italian Conversation II
<u>Cristina Rowley-11/19/2016-GE-5</u>	ITA 221	Italian Culture on Location
<u>Louis Silvers-10/18/2016-GE-1</u>	JPN 101	Elementary Japanese I
<u>Louis Silvers-10/31/2016-GE-1</u>	JPN 102	Elementary Japanese II
<u>Louis Silvers-10/31/2016-GE-2</u>	JPN 103	Intermediate Japanese I
<u>Louis Silvers-10/31/2016-GE-3</u>	POR 101	Elementary Portuguese I
<u>Louis Silvers-11/03/2016-GE-6</u>	POR 102	Elementary Portuguese II
<u>Douglas Henneberg-11/07/2016-GE-1</u>	PPE 275	Physiology of Exercise-WR
<u>Daniel Tyree-11/15/2016-GE-1</u>	ANT 101	General Anthropology - WR
<u>Daniel Tyree-11/15/2016-GE-2</u>	ANT 105	Forensic Anthropology
<u>Daniel Tyree-11/15/2016-GE-3</u>	ANT 205	Archaeology Field School
<u>Mark Sample-11/03/2016-GE-1</u>	HIS 104	African-American History II: since 1865 - WR
<u>William Drumright-10/26/2016-GE-1</u>	HIS 111	United States History I - to 1865 - WR
<u>William Drumright-10/25/2016-GE-1</u>	HIS 112	United States History II - since 1865 - WR
<u>Gordon Dutter-10/14/2016-GE-1</u>	HIS 113	Western Civilization I: Beginning to 1700s - WR
<u>Gordon Dutter-10/14/2016-GE-2</u>	HIS 114	Western Civilization II: 1700s to the Present - WR
<u>William Drumright-11/07/2016-GE-1</u>	HIS 200	Women in the United States: A Historical Perspective - WR (formerly HIS 257)
<u>William Drumright-11/01/2016-GE-2</u>	HIS 211	History of Sport in the United States - WR
<u>Gordon Dutter-10/14/2016-GE-3</u>	HIS 219	Twentieth Century Europe - WR

<u>William Drumright-11/03/2016-GE-1</u>	HIS 240	American Urban History - WR
<u>Susan Belair-10/07/2016-GE-2</u>	SOC 102	Social Problems- WR
<u>Susan Belair-11/18/2016-GE-3</u>	SOC 201	Sociology of Race and Ethnicity - WR
<u>Susan Belair-11/18/2016-GE-1</u>	SOC 202	WR - Urban Sociology
<u>Susan Belair-11/18/2016-GE-2</u>	SOC 203	Criminology-WR
<u>Susan Belair-11/17/2016-GE-1</u>	SOC 211	Sociology of Work - WR
<u>Steven Farrington-11/16/2016-GE-1</u>	FRE 101	Elementary French I
<u>Steven Farrington-11/23/2016-GE-1</u>	FRE 102	Elementary French II
<u>Steven Farrington-11/23/2016-GE-2</u>	FRE 103	Intermediate French I
<u>Steven Farrington-11/30/2016-GE-1</u>	FRE 104	Intermediate French II
<u>Steven Farrington-12/02/2016-GE-1</u>	FRE 111	Elementary French Conversation I
<u>Steven Farrington-12/05/2016-GE-1</u>	FRE 112	Elementary French Conversation II
<u>Steven Farrington-12/06/2016-GE-1</u>	FRE 113	Intermediate French Conversation I
<u>Steven Farrington-12/07/2016-GE-1</u>	FRE 114	Intermediate French Conversation II
<u>Cristina Rowley-11/19/2016-GE-2</u>	FRE 221	Francophone Culture On Location
<u>Roland Fisher-10/24/2016-GE-1</u>	MUS 114	Contemporary A Cappella Ensemble
<u>Roland Fisher-12/08/2016-GE-3</u>	MUS 121	Voice Class
<u>John Nyerges-10/24/2016-GE-3</u>	MUS 140	Jazz Ensemble
<u>Roland Fisher-12/08/2016-GE-1</u>	MUS 141	Madrigal Singers
<u>John Nyerges-10/25/2016-GE-1</u>	MUS 145	Jazz Combo
<u>Roland Fisher-12/08/2016-GE-4</u>	MUS 146	Vocal Jazz/Show Choir

The Curriculum Committee has posted for faculty review until 2/28/17:

Course Deactivations:

<u>2016-CD81-Spring</u>	PLE 139	Crime Prevention
<u>2016-CD80-Spring</u>	PLE 166	Fundamentals of Accident Scene Investigation
<u>2016-CD79-Spring</u>	PLE 167	Advanced Techniques in Accident Scene Investigation

Course Revision:

<u>2016-CR68-Spring</u>	MUS 151	Music Performance and Lessons
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General Education Revisions:

<u>Kathleen Farrell-11/20/2016-GE-4</u>	ART 115	Introduction to Illustration
<u>Athesia Benjamin-12/10/2016-GE-1</u>	ART 120	Painting I
<u>Karen Coffey-11/13/2016-GE-1</u>	SPC 141	Interpersonal Speech Communication
<u>Heather Chang-10/31/2016-GE-2</u>	THE 110	Introduction to the Theatre
<u>Heather Chang-10/31/2016-GE-5</u>	THE 113	Stage Makeup
<u>Heather Chang-10/31/2016-GE-7</u>	THE 116	Stage Lighting Design
<u>Heather Chang-10/31/2016-GE-10</u>	THE 142	Musical Theatre Rehearsal and Performance
<u>Heather Chang-10/31/2016-GE-8</u>	THE 147	Readers' Theatre
<u>Heather Chang-10/31/2016-GE-9</u>	THE 190	Theatre Rehearsal and Performance
<u>Chris Biehler-11/02/2016-GE-1</u>	ECO 101	Introduction to Economics
<u>Chris Biehler-11/12/2016-GE-1</u>	ECO 111	Principles of Microeconomics
<u>Jasna Bogdanovska-12/06/2016-GE-1</u>	COM 115	Computer Generated Images
<u>Jason Flack-12/06/2016-GE-1</u>	COM 150	Video Production I
<u>Jason Flack-12/19/2016-GE-1</u>	COM 203	Compositing and Visual Effects
<u>Jason Flack-12/23/2016-GE-2</u>	COM 212	Techniques of Television II+
<u>Celia Reaves-10/11/2016-GE-1</u>	PSY 101	Introductory Psychology
<u>Mary (Beth) Wilson-10/28/2016-GE-1</u>	PSY 109	Positive Psychology
<u>Renee Coleman-10/24/2016-GE-1</u>	PSY 110	Understanding Psychological Disorder
<u>Michael Ofowitz-11/05/2016-GE-2</u>	PSY 166	Psychology of Superstitions
<u>Mary(Beth) Wilson-10/28/2016-GE-1</u>	PSY 206	Abnormal Psychology
<u>Patricia Kress-10/11/2016-GE-1</u>	PSY 222	Social Psychology of the Holocaust The Psychology of Learning and Behavior
<u>Michelle Parker-10/25/2016-GE-3</u>	PSY 261	Disorders
<u>Mary (Beth) Wilson-10/28/2016-GE-1</u>	PSY 262	Forensic Psychology
<u>Jason Flack-12/06/2016-GE-2</u>	PHO 113	Photography II
<u>Jason Flack-12/13/2016-GE-2</u>	PHO 164	Digital Imaging
<u>Jasna Bogdanovska-10/17/2016-GE-1</u>	PHO 213	Color Photography
<u>Gordon Dutter-09/29/2016-GE-1</u>	HIS 153	Traditional East Asian History - WR
<u>Randy Johnson-10/13/2016-GE-1</u>	IDE 131	Building Information Modeling Historical and Contemporary Perspectives on
<u>Glenn Greibus-11/08/2016-GE-4</u>	HSM 103	Terrorism and Homeland Security
<u>Paulette Peterson-11/27/2016-GE-5</u>	XRT 252	Clinical Education V
<u>Lorraine Dortona-11/18/2016-GE-2</u>	CRC 101	Practical Computer Literacy

<u>Sara Wexler-11/03/2016-GE-2</u>	CRC 125	Microsoft Office
<u>Lorraine Dortona-11/18/2016-GE-3</u>	CSC 101	Introduction to Computer Science
<u>Mary Disano-11/17/2016-GE-1</u>	CHE 136	Introductory Forensic Science
<u>Jonathon Little-11/03/2016-GE-5</u>	GEG 135	Business GIS
<u>Michael Boester-11/22/2016-GE-3</u>	GEG 201	Geography of United States and Canada
<u>Michael Boester-11/22/2016-GE-4</u>	GEG 211	Economic Geography
<u>Jessica Barone-10/07/2016-GE-1</u>	GEO 101	Physical Geology-GR
<u>Jason Szymanski-12/16/2016-GE-1</u>	SCI 131	Integrated Science for Future Teachers I-The Physical World
<u>Judi Salsburg Taylor-10/21/2016-GE-1</u>	REA 100	Reading and Thinking in the Disciplines
<u>Cathryn Smith-10/19/2016-GE-15</u>	ENG 213	Creative Writing
<u>Cathryn Smith-10/19/2016-GE-26</u>	ENG 233	Creative Writing Workshop-Poetry - WR
<u>Cathryn Smith-10/19/2016-GE-28</u>	ENG 243	Creative Writing Workshop-Playwriting - WR
<u>Cathryn Smith-10/19/2016-GE-31</u>	ENG 253	Creative Writing Workshop-Nonfiction
<u>Cathryn Smith-10/19/2016-GE-32</u>	ENG 263	Creative Writing Workshop-Short Fiction
<u>Elizabeth Mandly-11/15/2016-GE-2</u>	ACD 143	Alcoholism/Chemical Dependency Counseling Skills