



Faculty Senate

Monroe Community College

March 16, 2017
Faculty Senate Meeting

PRESENT: R. Babcock, E. Basnayake, M. Bates, E. Baxter, L. Blew, K. Borbee, A. Burns, B. Burritt, H. Chang, A. Colosimo, M. Dorsey, B. Ellis, P. Emerick, R. Fisher, A. Flatley, B. Grindle, M. Heel, J. Hill, R. Horwitz, D. Lawrence, S. Lautenslager, J. Mahar, J. McPhee, H. Murphy, E. Putnam, M. Redlo, D. Rivers, K. Rodriguez, R. Rodriguez, J. Santos, J. Scanlon, T. Schichler, J.C. Senden, C. Shanahan, C. Silvio, R. Straubhaar, K. Tierney, M. Timmons, M. Vest, T. Vinci, J. Volland, J. Waasdorp, W. Wagoner, H. Wynn-Preisiche, L. Zion-Stratton

STUDENT REPRESENTATIVE: Q. Britt, B. Moore, E. Sargent, R. Thomas

ABSENT: S. Broberg, M. Connolly, T. Custodio, K. Farrell, D. Gasbarre, H. Holevinski, A. Knebel, G. Lynch, D. Mueller, R. Pearl, M. Pentz, M. Sample, G. Thompson, R. Watson, A. Zamiara

GUESTS: B. Gizzi, M. Fine, K. Love, A. Mallory, N. Pares-Kane, H. Wheeler, E. Wirley

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

1. Vice President of Faculty Senate Elections

M. Heel distributed the ballots and explained the process for voting process for one of the following candidates:

- Christine Abbott
- Jim McKenna
- MaryJo Vest

He along with several NEG members will count the ballots and make an announcement later in the meeting. Voting took place; NEG members left the meet to count the ballots.

2. Announcements

M. Redlo announced the following changes to the schedule:

- What's on your mind? meetings have been canceled next week in order to give faculty time to attend other events on campus.
- The April 13, 2017 Faculty Senate meeting has been moved to the Brighton Campus.
- The May social lunches have been canceled (May 8 & May 10)
- H. Murphy will send the information out to Senators and in the Tribune.

3. Student Announcements

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

- She provided information regarding the upcoming Women's week sponsored by the SGA. She encouraged attendance.

4. **The Minutes from the March 2, 2017 Faculty Senate meeting – *tabled until 3/20***
Due to the weather and school closings M. Redlo explained the Minutes from the March 2, 2017 Faculty Senate meeting will need to be tabled for approval until the March 30, 2017 meeting. H. Murphy will send the draft out to Senators to review.
5. **Announcement**
M. Heel announced M. Vest has been elected Vice President of the Faculty Senate with a vote of 22 out of 36 votes cast. Her term will run from today until August 31, 2017.
6. **Action Items**
a) Faculty Senate Response to SLCC Memo
A. Colosimo presented an updated version of the memo previously sent out Senators. She reviewed the changes and the Senators discussed and revised wording to clarify the intent of the message.
- Motion: Motion to approve the amended version. Motion seconded. No further discussion.
Motion passes.
- Motion to approve sending the memo forward to President Kress. A copy of the final version is attached as "Exhibit B" (excluding attachments referenced due to length of the documents). Motion seconded. No further discussion. ***Motion passes.***
A copy of the final version is attached as "Exhibit B" (excluding attachments referenced due to length of the documents)
7. **Future Action Item:**
a) Faculty Senate Statement of Student Support
M. Redlo stated H. Murphy will forward the final version of the statement out to Senators and there will be a vote to support at the March 30, 2017 Faculty Senate Meeting.
- b) Curriculum Committee: Proposed revision to Faculty Senate Resolution 2.8.5**
E. Putnam explained the proposed revisions are to remove the reference to a non-existent position along with changing the format to improve readability. The Curriculum Committee supports the following revision:
- 2.8.5 Approval**
The sponsoring faculty member will initiate the approval process by completing the Application for Independent Study in the Curriculum Database. The following fields are required:
- *a short descriptive title*
 - *a prefix indicating the sponsoring department*
 - *a statement indicating that the course is not an existing course in the MCC catalog*
 - *the name and student number of the student*
 - *the reason for the Independent Study*
 - *the number of credit hours for the course*
 - *the academic activities required for completion of the course*
 - *the number of hours to be spent completing them in order to justify the number of credit hours to be awarded for the course*
 - *how the grade is to be determined ,*
- The proposal must then be approved by the department chairperson, the appropriate Academic Dean and the Dean of Curriculum as indicated in the Curriculum Database*
- H. Murphy will send out to Senators to share with their constituents. There will be a vote to approve the proposed changes at the March 30, 2017 Faculty Senate meeting.
8. **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:

- APC is continuing to work on amendments to the Course Information Sheet Policy (resolution 1.1.10), Incomplete Grades Policy (resolution 1.1.5.2), and Scheduling Adjustment and Withdrawal Policy (resolution 1.1.6)
- Jan Waasdorp agreed to serve as an APC liaison to a committee to design a non-cognitive survey for students upon their initial entry into the college.
- Amanda Colosimo is serving as an APC liaison to the Civitas DIAL (Data, Insights, Action, Learning) working group. MCC recently signed a two-year agreement for data analytic services with Civitas Learning to "help advisors and student success advocates understand which students need help immediately and the factors contributing to success and/ or risk for timely graduation." (DIAL Invitation)

Curriculum (E. Putnam)

See attached report.

NEG (M. Heel)

M. Heel reported the following:

Proposed Revision to Faculty Senate Bylaw V

- He explained the Proposed Revision to Article V has been distributed to the College community for comment. J. Mahar hosted the open forum at Brighton however, the DCC open forum was scheduled last Thursday and subsequently, re-scheduled for Tuesday, both canceled due to the College closing. He explained the Faculty Senate Bylaws suggest to ratify any amendments there needs to be two (2) full weeks of voting by the full faculty. The next Board of Trustees meeting is April 3, leaving only one day to re-schedule a DCC open forum, which is not enough time to schedule and hold a ? open forum at DCC. He explained the Faculty Senate Bylaws do not specifically state where an open forum is held only that one is required. However, in the spirit of tradition there is always one held at the DCC campus. He received approval from the EC on his proposal to move forward with the faculty vote without a DCC open forum this one time due to the weather and the unique scheduling issues. He asked for input from Senators.
- E. Basnayake asked if the document was being amended as a result of the feedback given at the Brighton open forum. M. Heel stated the feedback NEG received was valuable however; the document would not be amended.
- J. Mahar stated the Brighton open forum was attended by only nine faculty members and would support moving forward with the faculty vote since there does not seem to be much contention around the proposal.
- C. Rapp, as a member of the DCC professional staff, stated normally she supports holding parallel events at DCC, however due to the weather and the unique circumstances she supports moving forward with the full faculty vote.

Motion to support moving forward with the full faculty vote on the proposed Faculty Senate Bylaws Revision Section V. Motion seconded.

Discussion: A Senator asked for clarification on the voting process. M. Heel explained the Faculty Senate only votes to move the proposed amendments to with open forums, not to approve/disapprove the proposal. Resolutions are voted on in the Faculty Senate; Bylaw changes are voted on by the entire faculty.

Motion passes.

Other announcement:

- M. Heel stated there was an event at the last Faculty Senate meeting, however, the governance structure is moving forward and the EC has been reconstituted with the Vice President. He recommends focusing on what is next, not what happened.

Planning (P. Emerick)

P. Emerick reported the following:

- Strategic Planning Grants
 - We are in process of reviewing Strategic Grant projects. We received four grants that we are in process of reviewing. We are using the newly designed rating sheet that I plan on sharing with the President when I meet with her on the 28th.
- SPACE Committee
 - We met with President Kress last week to review our progress to date. We have completed part of our original charge and created a new process for space requisition and modifications. We will be scheduling a roll out of the process later this Spring.
- Strategic Planning Leadership Team
 - We are still working on recommended KPI's that will be presented to the Board for consideration.
- We are also investigating 2 other concerns:
 - CIS and Syllabus Content
 - Mark up of in house print materials to students

Professional Development (G. Lynch)

J. McPhee on behalf of G. Lynch reported the following:

- The Carmen Powers Legacy Lecture Series – submission deadline: March 17th, 2017
- The Dr. Wesley T. Hanson Award for Teaching Excellence – submission deadline: April 7, 2017
- The MCC Award for Excellence in Professional Services – submission deadline: April 7, 2017

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

- Director of Athletics
- Director of Institutional Research

Spring 2017

- Executive Director Foundations To be searched Spring 2017

Fall 2017

- Director of Library

9. Old Business

No old business

10. New Business

- a) J. Hill presented a proposed Faculty Senate Resolution on Tenure for consideration (a copy has been attached as "Exhibit A").

M. Redlo explained his first impression is this is a contract issue, however, it should be discussed.

H. Murphy will forward the proposed Resolution to the Senators for discussion at the March 30, 2017 meeting.

- b) B. Gizzi updated the Senators on the academic calendar negotiations. She explained progress is stalled at this point and the negotiating team is going to make one final attempt at communication

and resolution. She requested time on the Agenda at the March 30, 2017 Faculty Senate meeting in order to give an update. M. Redlo agreed to add the FA update to the Agenda. He further stated he hopes he made it clear at the last Board of Trustees meeting that the Faculty Senate fully supports Faculty Association on this issue.

Faculty Senate Meeting adjourned 4:38 p.m.

Respectfully submitted,



Mitchell H. Redlo
President
Faculty Senate



Teresa Schichler
Secretary
Faculty Senate

Minutes approved at March 30, 2017 Faculty Senate meeting.

Exhibit "A"

Faculty Senate Resolution on Tenure

Whereas Monroe Community College grants rank and tenure to its faculty under guidelines documented in the Faculty Association contract; and

Whereas in the past the College has encouraged qualified faculty to consider administrative positions as professional development opportunities; and

Whereas the College has a longstanding tradition and practice of maintaining its commitment to tenure and the right of return to tenured faculty hired in administrative roles at MCC; and

Whereas the experience of the faculty has been that maintaining tenure and the right of return for those serving in administrative jobs has often been based on good faith rather than as a provision in a contract; and

Whereas the actual number of past instances of tenured faculty serving in administrative positions seeking to return to their prior teaching or non-teaching roles has been very small in number, be it

Resolved that for any individual earning or possessing tenure at MCC, or having tenure extended to them upon hire, said tenure shall not be rescinded or abridged provided that the individual has followed all proper policies as outlined by the Faculty Association contract; and be it further

Resolved that employees, having earned tenure at MCC, or had tenure extended to them upon hire by the College, shall not be required to give up that tenure upon the offer and acceptance of service to the College in a professional staff or administrative role; and be it further

Resolved that tenured employees serving in professional staff or administrative roles have a right to return to the faculty, or to their prior assignments, as per established or newly developed terms outlined by the Faculty Association in its contract with the College; and be it further

Resolved that, as a result of this policy, the College shall not in any way discriminate against employees with tenure, or those expressing a wish to retain tenure, when considering candidates for open administrative positions for which an internal faculty member is qualified.



TO: Anne Kress, President

FROM: Faculty Senate

DATE: March 16, 2017

RE: Response to February 13, 2017 SLCC Memo

The Faculty Senate represents the voice of faculty and professional staff members at MCC. While the Shared Leadership Coordinating Council (SLCC) has voted to decline the charge outlined in the memo dated February 13, 2017, Faculty Senate Resolutions define a spirit and a role for faculty to play in the hiring of dean positions, as deans manage faculty. Many of our constituents have recently expressed great concern about new hiring practices involving tenured faculty seeking positions in administration. Faculty who have worked at MCC for more than a decade have firsthand knowledge of tenure in regards to administrative appointments that differs from the information presented in the February 13 memo. Thus, the Faculty Senate feels that a response is appropriate given the scope and depth of concern among our constituents regarding this issue.

- In the February 13 memo, you write *"In part, this interest seems to have arisen because-- contrary to representations made to me and others by a former provost and contrary to College practice at that time-- the then-provost provided letters assuring internally hired deans that they could maintain tenure. Thus, his decisions seem to have raised an expectation that was not in keeping with college practice for non-contract, annually appointed administrators."* In a later paragraph, you identify this former provost as Dr. Michael McDonough. "Practice" refers to what the College actually does. We have recently spoken to several former MCC employees, including Janet Glocker (former VP of Academic Services, dean of Science, Health and Business, and Business Administration faculty member), Barb Connolly Robertson (former dean of Academic Services at DCC and Nursing faculty), Laurel Sanger (former dean of Science, Business, and Health Professions and Nursing faculty), Michael McDonough (former provost), and Ray Shea (former Associate Vice President, Assistant to the President, and Business Administration faculty). In each instance, faculty members reported that they were assured of their ability to maintain tenure and rank should they choose to return to the classroom. This evidence indicates that this has been past practice at MCC for decades.

Dr. Glocker, Dean Connolly, and Professor Shea were all hired into administration and allowed to retain their right to return with tenure and rank by former President Tom Flynn. Professor Shea stated that his contract was renewed annually and that he confirmed each time that retaining his tenure was a part of that contract. In his position as Assistant to the President, Professor Shea served under former President Flynn, Interim President Larry Tyree, and you, Dr. Kress. After serving as Assistant to the President, Professor Shea then served under Vice President Heze Simmons as Assistant Vice President for Institutional Planning, Effectiveness, and Accountability. It seems unlikely that you would not be aware of this condition of hire, as Professor Shea worked so closely with you.

In 2014, the Nursing Department was searching for a chairperson. Former Dean Sanger approached then-head of Human Resources and Assistant to the President Alberta Lee about potentially returning to faculty in this position. According to Dean Sanger, there were questions about her returning salary, which were discussed among her, Alberta Lee, and Kimberley Collins. Then, the 2014 reorganization was proposed by administration. Due to the internal turmoil created at the time, Dean Sanger thought it would be best for her division if she were to remain in the dean role. Again, it seems hard to believe that you would have been unaware of this at the time, especially since Dean Sanger recalls informing you of her decision to remain as the Science, Health and Business dean.

We question the idea that Provost McDonough would jeopardize his own career by providing separate letters to three internally hired deans. How would these letters have been placed in employee files, if not by Human Resources? According to MCC's own Human Resources Hiring Guidelines (attached, pg. 4), Human Resources and the Vice President/Provost collaborate on the preparation of appointment letters. It seems unlikely that Alberta Lee would not have informed you of these letters if the Provost's letters were contrary to College practice, especially since all administrative recommendations to the Board are done at the recommendation of the President. Are all of these individuals, so wholly unconnected to one another at this point in time, being dishonest with us?

Though we do not have access to Board of Trustee hiring paperwork, we cannot identify an instance in which an internal candidate with tenure moved into administration without retaining the right to return to teaching. This indicates that it is our practice.

- The February 13 memo also mentions the 2014 proposed reorganization and SCAA's response to it. In it, you proposed that dean searches be restricted to MCC faculty. You wrote in the February 13 memo, *"This proposal was not supported by the SCAA process: 73% raised concerns with the proposal with 68% outright opposing it. Comments of concern addressed limiting the diversity of candidates, creating inconsistent hiring practices, compromising the integrity and credibility of the process, reducing faculty lines through internal hires, and impacting departments by returning 'inadequate' deans back to faculty. Implementing a practice that provided the right to maintain tenure only to internal candidates underscores these same concerns: the hiring process and administrative position for internal candidates maintaining tenure would be fundamentally different from that for external candidates. However, it is clear to me that there is an interest in pursuing a line of inquiry regarding the ability of internal candidates to maintain tenure if hired into non-contract administrative positions."*

In the SCAA 2014 response to administration (attached, pg. 6) on the issue of only hiring internal faculty to dean positions, the majority of the comments focused on the importance of hiring the best candidate for the College to dean positions. Only one comment of the fourteen submitted inquired about the process that would be followed if a dean were to return to his/her department. Further, in regard to "creating inconsistent hiring practices," faculty were concerned that only hiring internally would be inconsistent with the way all other searches are done at the college, not in respect to a candidate's tenure. It is unclear to us why this would require a "fundamentally" different hiring process, since this has been the practice of MCC for decades.

Finally, we object to the last sentence on the grounds that we are not interested in developing a new process. We support and endorse continuing a historic practice that has served MCC well over many years.

Next in the Feb 13 memo you asked the SLCC to consider 5 points. You wrote,

- *"1) Tenure retention cannot be restricted exclusively to internal candidates. To assure equity in hiring, both internal and external hires who achieved tenure in their careers would retain tenure upon administrative hire at MCC. To do otherwise would compromise the search process in the exact ways that concerned those responding to SCAA in 2014. If the College is to provide tenure retention to any non-contract administrator, it must provide it for all."*

Many faculty members and some professional staff have been hired at MCC who previously enjoyed tenure at prior institutions. Upon hiring, the ability to retain this tenure has, on occasion, been negotiated between the individual and the College. Since this process already exists for faculty and professional staff, it seems reasonable to extend it to non-contract administrators as well, as the administration and academic departments deem appropriate, given specific circumstances. We find it unlikely that all deans and administrators are currently hired with the same compensation package, given the variety of experience and credentials each possess.

Further, there are several instances in which some professional staff at the college hold tenure and rank, while others with the same job title do not. Are untenured professional staff to expect tenure and/or a raise, if this is the only equitable solution?

- *"2) Tenure retention would provide a right-to-return to full-time faculty for academic administrators. Departments or their faculty would not have the ability to refuse an administrator this right as it is one that accrues with tenure. It is also possible that administrative years of service would count toward salary equity when an administrator returned to teaching service as the retention of tenure marks one as a faculty member.*
- *3) The right-to-return provision associated with tenure retention would impact the availability of faculty lines. Budgetary planning would require the set-aside of a number of lines annually to provide for the College to meet the right-to-return should it be exercised by the College or the tenured individual. These could be released after a determined date each year."*

If the dean was already tenured at MCC, it means that the academic departments have already "vetted" the faculty member for at least a 5-year period and have written letters of support for that faculty member's continuing hire. Therefore, the department has already committed to the faculty member's continuing service at the College.

While it is true that the right-to-return provision may impact the availability of faculty lines, hiring internal candidates into dean positions will likely result in a loss of a faculty line to that department, given current enrollment challenges. This would absorb some of the financial 'uncertainty' reflected by 'holding' a line open for a dean with tenure. We encourage Human Resources to discuss this matter further with the Faculty Association, as there is both a section in the contract regarding retraining and a precedent for administrators returning to the classroom at MCC. As such, there is likely also an existing precedent regarding managing how administrative years of service could count toward salary equity, if necessary.

- *"4) Research has identified that tenure has an offsetting economic value that would have to be factored into administrative compensation. Individuals in academia accept a lower salary than they might expect in the corporate world because of the internal economic value they and others assign to the job protection of tenure. Craft, R.K., Baker, J.G., and Finn, M.G. (2016) find that tenure has an annual dollar value ranging from \$48,000 to \$104,900 depending upon institution type; the average annual premium to offset tenure is \$98,000. In part, the at-will nature of academic administrative employment is reflected in administrators' salaries: they are compensated for the uncertainty of annual contracts and the lack of job security. Thus, an economic value for tenure would need to be established for MCC and then considered as part of an administrator's total compensation package, likely reducing annual salary."*

The Craft et al. article cited in your memo (attached) is a testament to the importance of preserving tenure in academia. As mentioned in Craft et al. (pg. 100), "tenure has an important impact on job satisfaction." Also, "...while it may have costs- tenure does provide at least one important benefit to the state system: it allows colleges and universities to attract and retain qualified faculty at a substantially lower monetary price than would otherwise be possible" (pg. 100). In their study, Craft et al. estimated an \$83,900 offset in income to compensate for a loss of job satisfaction if tenure were taken from community college faculty who had the privilege (Craft et al., pg. 110). Given the number of searches that SCAA has conducted in the last 3-5 years, including searches for every dean line (including 3 failed dean searches), preserving the right to return with tenure and rank may result in higher retention of administrators. The financial and personnel costs to repeatedly searching for administrators are not insignificant.

Administrators are "compensated for the uncertainty of annual contracts and the lack of job security." According to publicly available salary information, typical starting salaries for deans at MCC are approximately \$90,000. If we use the lowest financial value of tenure provided from Craft et al., does that mean that an internal candidate's salary should be

\$42,000, with a premium of \$48,000 for the surrender of tenure? Since administration claims to not have been aware of the tenure retention for internally-hired deans and \$90,000 is then evidently a reasonable salary, does this mean that internal deans could be allowed to retain the right to return with tenure and rank with a starting annual salary of \$90,000, while external deans would be hired with a starting annual salary of \$138,000 without tenure?

- *“Given the level of interest in this topic and the pending hires of several academic deans, I would ask the SLCC to return a recommendation on this matter to me no later than March 31”*

We are also concerned about the timing of this discussion, since two dean searches are in progress. We fear that moving forward without clarity may result in search failure. This not only results in increased costs to the college, but also growing frustration by our constituents, who devote much time and energy to searches, and are discouraged by the repeated failures that have occurred in the past year. We request that offers be delayed until parameters are established based on past practice.

Closing Thoughts:

- In Direction 4 of the new MCC Strategic Plan, it is written that “MCC will invest in the College’s employees to enhance their commitment and capacities to promote and support the success of our students.” We believe that requiring faculty and professional staff members to relinquish the right to return with tenure and rank when moving to administration would likely discourage internal candidates from seeking to join administration, thus limiting the capacity of these faculty to support the students by serving the College in different roles. While we recognize that external voices are valuable, deans with a history at the college likely have a working knowledge of important retention programs, a functioning social network to more efficiently allow initiatives and college-level goals to gain traction, and an understanding of institutional challenges.
- We also believe that ending current practice will lead to further alienation between administration and faculty and staff members. In the *Great Colleges to Work For* Survey of 2016, at MCC only 20% of faculty, 27% of exempt professional staff, and 31% of non-exempt professional staff report confidence in senior leadership, which Modern Think LLP characterizes as ‘poor’ (attached). Also ranked as ‘poor’ by all groups (22%, 29%, and 43%, respectively), is the perceived relationship between faculty, administration, and staff. Given this level of internal discord, it is reasonable to assume that faculty members would be wary for their careers if they were to relinquish the protection that tenure provides. Perhaps allowing this historic practice to continue could be a mechanism to support the College culture, which is mentioned in Direction 4, Goal 1 of the new Strategic Plan (*“Foster a culture that promotes openness, trust, collaboration, accountability, and mutual respect that is shared among students, faculty, staff and administrators from a range of diverse backgrounds, ideas, and perspectives to enhance student learning and related outcomes and institutional improvement”*).

Our recommendation, in order to preserve a position in administration as a realistic option for our constituents and strengthen a College culture of openness and trust, is to urge the College to continue the historic practice of retaining the right to return with tenure and rank for internal candidates seeking administrative positions.

Attachments:

1. February 13, 2017 Memorandum to the SLCC on Administrative Tenure
2. MCC Human Resources Hiring Guidelines
3. 2014 SCAA Memo, *Organizational Structure Proposal dated April 8, 2014*
4. Craft et al., 2016, *The Value of Tenure in Higher Education*, Journal of Business Inquiry, Vol. 15, Issue 2, pgs. 100-115.
5. 2016 *Great Colleges to Work For* MCC Results

Exhibit "C"



Monroe Community College
STATE UNIVERSITY OF NEW YORK

Curriculum Proposals Committee Report Faculty Senate Meeting March 16, 2017

The Curriculum Committee has given final approval to:

Course Learning Outcome Revisions:

2016-CO194-Spring	MUS 119	Music in World Cultures
2016-CO190-Spring	PHL 109	World Religions: Eastern Traditions - WR
2016-CO180-Spring	TAM 101	Machine Theory I

Course Revision:

2016-CR68-Spring	MUS 151	Music Performance and Lessons
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Course Deactivations:

2016-CD81-Spring	PLE 139	Crime Prevention
2016-CD80-Spring	PLE 166	Fundamentals of Accident Scene Investigation
2016-CD79-Spring	PLE 167	Advanced Techniques in Accident Scene Investigation
2016-CD78-Spring	ATP 160	Automotive Parts and Service Department Management

General Education Revisions:

Louis Silvers-11/03/2016-GE-1	ARA 101	Elementary Arabic I
Louis Silvers-11/03/2016-GE-2	ARA 102	Elementary Arabic II
Michael Weingart-11/07/2016-GE-1	ASL 101	American Sign Language I
Michael Weingart-10/05/2016-GE-1	ASL 102	American Sign Language II
Michael Weingart-10/05/2016-GE-2	ASL 103	American Sign Language III
Rita Straubhaar-11/18/2016-GE-1	ASL 104	American Sign Language IV
Louis Silvers-11/03/2016-GE-3	CHI 101	Elementary Chinese I
Louis Silvers-11/03/2016-GE-5	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
<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
<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
<u>Michelle Parker-10/25/2016-GE-3</u>	PSY 261	The Psychology of Learning and Behavior 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

Jasna Bogdanovska-10/17/2016-GE-1	PHO 213	Color Photography
Gordon Dutter-09/29/2016-GE-1	HIS 153	Traditional East Asian History - WR
Randy Johnson-10/13/2016-GE-1	IDE 131	Building Information Modeling
Glenn Greibus-11/08/2016-GE-4	HSM 103	Historical and Contemporary Perspectives on Terrorism and Homeland Security
Paulette Peterson-11/27/2016-GE-5	XRT 252	Clinical Education V
Lorraine Dortona-11/18/2016-GE-2	CRC 101	Practical Computer Literacy
Sara Wexler-11/03/2016-GE-2	CRC 125	Microsoft Office
Lorraine Dortona-11/18/2016-GE-3	CSC 101	Introduction to Computer Science
Mary Disano-11/17/2016-GE-1	CHE 136	Introductory Forensic Science
Jonathon Little-11/03/2016-GE-5	GEG 135	Business GIS
Michael Boester-11/22/2016-GE-3	GEG 201	Geography of United States and Canada
Michael Boester-11/22/2016-GE-4	GEG 211	Economic Geography
Jessica Barone-10/07/2016-GE-1	GEO 101	Physical Geology-GR
Jason Szymanski-12/16/2016-GE-1	SCI 131	Integrated Science for Future Teachers I-The Physical World
Judi Salsburg Taylor-10/21/2016-GE-1	REA 100	Reading and Thinking in the Disciplines
Cathryn Smith-10/19/2016-GE-15	ENG 213	Creative Writing
Cathryn Smith-10/19/2016-GE-26	ENG 233	Creative Writing Workshop-Poetry - WR
Cathryn Smith-10/19/2016-GE-28	ENG 243	Creative Writing Workshop-Playwriting - WR
Cathryn Smith-10/19/2016-GE-31	ENG 253	Creative Writing Workshop-Nonfiction
Cathryn Smith-10/19/2016-GE-32	ENG 263	Creative Writing Workshop-Short Fiction
Elizabeth Mandly-11/15/2016-GE-2	ACD 143	Alcoholism/Chemical Dependency Counseling Skills

The Curriculum Committee has posted for faculty review until π day:

Course Deactivations:

2016-CD93-Spring	ART 107	Watercolor/Water-based Media
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2016-CD84-Spring	ATP 165	Introduction to Automotive Hybrid Technology
2016-CD90-Spring	FPT 144	Firefighter Core Competencies Update and Refresher IV
2016-CD91-Spring	HMN 106	Humanities Special Focus - WR
2016-CD92-Spring	HMN 110	Self-Reliance - WR
2016-CD83-Spring	PST 113	Hazardous Materials: First Responder Operations
2016-CD82-Spring	PST 146	Hazardous Materials: Characteristics and Behavior
2016-CD88-Spring	PST 160	Acute Traumatic Stress Management
2016-CD87-Spring	PST 210	Managing the Mass Casualty Incident
2016-CD86-Spring	PST 250	Pathway to Effective Leadership
2016-CD85-Spring	PST 251	Understanding and Motivating Others
2016-CD94-Spring	SPT 242	Speaking in Professional Situations
2016-CD95-Spring	PST 252	Understanding the Group: A Leader's Challenge

Course Revision:

2016-CR74-Spring	NUR 111	Fundamentals of Nursing - WR
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General Education Revisions:

Athesia Benjamin-12/11/2016-GE-1	ART 101	Art Essentials
Franzie Weldgen-12/11/2016-GE-1	ART 104	Drawing I: Foundation
Jason Smith-11/18/2016-GE-2	ART 109	Two Dimensional Design: Foundation
Michelle Parker-10/25/2016-GE-2	PSY 202	Developmental Psychology - Adolescence
Michael Ofsowitz-11/05/2016-GE-1	PSY 205	Social Psychology
Cathryn Smith-10/19/2016-GE-10	ENG 203	American Literature to 1865
Cathryn Smith-10/19/2016-GE-12	ENG 208	Literature of the Bible
Cathryn Smith-10/19/2016-GE-23	ENG 225	Contemporary Poetry
Cathryn Smith-10/19/2016-GE-24	ENG 226	LGBTQ Literature - WR
Cathryn Smith-10/19/2016-GE-30	ENG 251	Technical Communication-WR
Cathryn Smith-10/19/2016-GE-2	ENG 108	Literature of the Holocaust

<u>Cathryn Smith-10/19/2016-GE-25</u>	ENG 230	Mythology
<u>Heather Chang-10/31/2016-GE-3</u>	THE 111	Introduction to Technical Theatre
<u>T. Hillabush Walker-11/17/2016-GE-1</u>	COM 101	Introduction to Mass Media
<u>Piروز Kalayeh-12/05/2016-GE-6</u>	COM 264	Video Production II
<u>T. Hillabush Walker-11/18/2016-GE-1</u>	COM 270	Media and Society
<u>Cathryn Smith-10/19/2016-GE-35</u>	PHL 102	Introduction to Logic - WR
<u>Judy Kaufman-10/06/2016-GE-1</u>	BIO 117	Basic Consumer Nutrition
<u>Charles Wuertzer-10/11/2016-GE-1</u>	BIO 144	Human Anatomy and Physiology I
<u>Charles Wuertzer-11/08/2016-GE-1</u>	BIO 145	Human Anatomy and Physiology II
<u>Gordon Dutter-11/06/2016-GE-2</u>	HIS 154	Modern East Asian History - WR
<u>Kara Tierney-10/06/2016-GE-1</u>	CHE 151	General College Chemistry I
<u>Lydia Tien-10/08/2016-GE-1</u>	CHE 152	General College Chemistry II
<u>Michael Boester-11/22/2016-GE-2</u>	GEG 200	World Regional Geography
<u>Michael Boester-11/22/2016-GE-6</u>	GEG 218	Political Geography
<u>Amanda Colosimo-10/20/2016-GE-1</u>	GEO 102	Historical Geology
<u>Jason Szymanski-11/22/2016-GE-1</u>	GEO 105	Astronomy
<u>Jessica Barone-11/03/2016-GE-2</u>	GEO 115	Introductory Astronomy Laboratory
<u>Amanda Colosimo-10/20/2016-GE-4</u>	GEO 200	Geology of the National Parks (formerly GEO 150)
<u>Jessica Barone-11/03/2016-GE-4</u>	GEO 210	Environmental Geology
<u>David Shaw-01/25/2017-GE-1</u>	MUS 109	Music Theory I
<u>David Shaw-10/17/2016-GE-1</u>	MUS 201	History of Music I
<u>Joan Mullaney-01/08/2017-GE-10</u>	SBS 125	Women's Issues: The Pursuit of Options
<u>Louis Silvers-11/03/2016-GE-4</u>	CHI 102	Elementary Chinese II
<u>Jason Flack-12/13/2016-GE-3</u>	PHO 101	Photography for Non-Majors I
<u>Jason Flack-12/07/2016-GE-1</u>	PHO 140	History of Photography: Early
<u>Chris Biehler-11/12/2016-GE-2</u>	ECO 112	Principles of Macroeconomics

Mark Harris-10/26/2016-GE-1	MTH 141	Technical Mathematics II**
David Shaw-01/24/2017-GE-1	MUS 126	Applied Piano Minor I
John Nyerges-10/24/2016-GE-1	MUS 129	MIDI Recording Techniques
David Shaw-12/12/2016-GE-1	MUS 202	History of Music II
Gordon Dutter-10/14/2016-GE-4	HIS 109	Global History I: to the 1500s
Gordon Dutter-11/06/2016-GE-1	HIS 110	Global History II: Since the 1500s-WR

The Curriculum Committee has posted for faculty review until 3/21/17:

Course Deactivations:

2016-CD97-Spring	HUM 202	Human Service Systems
2016-CD96-Spring	HUM 212	Field Work in Human Services IV
2016-CD98-Spring	ECE 252	Designing Environments and Curriculum for Infants and Toddlers
2016-CD99-Spring	ECE 253	Professionalism in Early Care and Education

New Course:

2016-NC21-Spring	HSM 108	Introduction to Intelligence Processes
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Course Revisions:

2016-CR72-Spring	SOC 205	African-American Family - WR
2016-CR73-Spring	IDE 131	Building Information Modeling
2016-CR79-Spring	BUS 275	Business Cooperative Education

General Education Revisions:

James Downer-11/16/2016-GE-2	AAD 105	Typography
James Downer-10/24/2016-GE-1	AAD 108	Ideation: Illustration and Design
James Downer-11/16/2016-GE-3	AAD 112	Graphic Design 1
James Downer-10/24/2016-GE-2	AAD 160	Graphic Illustration: Vector Drawing
James Downer-10/21/2016-GE-1	AAD 256	Motion Graphics
James Downer-11/16/2016-GE-1	AAD 260	Applied Imaging, Raster Graphics
Patricia Kress-10/07/2016-GE-1	PSY 150	Psychology of Human Sexuality

<u>Wanda Willard-10/31/2016-GE-2</u>	PSY 230	Mysteries of Sleep and Dreaming
<u>James McKenna-11/07/2016-GE-1</u>	HED 110	Disease Prevention and Healthy Lifestyles
<u>Louis Silvers-01/23/2017-GE-1</u>	SPA 141	Spanish for the Health Professions
<u>Matthew Fox-10/21/2016-GE-3</u>	REA 101	Critical Reading-WR
<u>Eileen Radigan-11/23/2016-GE-2</u>	HUM 210	Disability Across the Lifespan Strategies for the Human Services Worker
<u>Elizabeth Mandly-11/15/2016-GE-3</u>	ACD 245	Special Issues in the Field of Alcoholism/Chemical Dependency/Substance Abuse
<u>Sandra McCormack-10/06/2016-GE-7</u>	CIS 100	Information Processing Fundamentals
<u>Jason Flack-12/13/2016-GE-1</u>	COM 267	Video Editing
<u>Jasna Bogdanovska-12/06/2016-GE-3</u>	PHO 223	Photojournalism and Documentation
<u>Suzanne Long-11/14/2016-GE-2</u>	AGS 150	General Microbiology for Food and Agriculture
<u>Michael Boester-11/22/2016-GE-5</u>	GEG 215	Geography of Tourism Destinations
<u>George Fazekas-02/01/2017-GE-1</u>	CPT 101	Programming in Python
<u>Rick Costanza-01/24/2017-GE-1</u>	EDU 125	Technology in Education
<u>Marc Connolly-02/10/2017-GE-5</u>	FPT 215	Hazardous Materials Technician
<u>Jonathon Little-11/17/2016-GE-3</u>	GEG 239	Capstone in Geospatial Technology
<u>Amanda Colosimo-10/20/2016-GE-2</u>	GEO 103	Great Mysteries of the Earth
<u>Dawn Murphy-12/06/2016-GE-3</u>	ART 121	Perspectives of Art History III: Non-Western Art
<u>Cathryn Smith-12/12/2016-GE-1</u>	HMN 220	Western Humanities I - WR
<u>Cathryn Smith-12/15/2016-GE-1</u>	HMN 221	Western Humanities II - WR
<u>Jason Smith-11/18/2016-GE-1</u>	ART 108	Sketchbook: Processes and Materials
<u>Michael Boester-11/22/2016-GE-1</u>	GEG 102	Human Geography