



Faculty Senate Meeting June 13, 2013

PRESENT: C. Abbott, A. Bauer, D. Burke, J. Case, K. Chin, N. Christensen, J. Cottrell, K. Doyle, B. Edelbach, P. Emerick, K. Mooney-Graves, E. Grissing, M. Heel, D. Hennenberg, M. Kachaluba, J. Kucich, E. Lanzafame, J. Mahar, J. McPhee, M. Ofsowitz, E. Pierce, H. Pierre-Philippe, E. Putnam, M. Redlo, M. Sample, P. Sarantis, T. Schichler, D. Shaw, H. Williams, M. Witz

ABSENT: K. Aquila, R. Babcock, A. Bauer, T. Conte, B. Ellis, M. Ernsthausen, S. Farrington, G. Fazekas, M. Fine, S. McCormack, M. Meyer, D. Navarro, D. Olaode, M. Oliver, J. Oriel, P. Peterson, J. Santos, C. Silvio, J. Smith, Holly Wynn-Preishe

GUESTS: J. Damerell, C. Downing, B. Gizzi, A. Leopard, A. Lee, R. Leopard, D. Smith, K. O'Shea, T. Vinci

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

1. Announcements:

a. C. Abbott explained the first part of the meeting will be the All College Faculty Senate meeting and then the June Faculty Senate meeting will follow.

2. Discussion Item: Proposed Draft Employee Conduct Regulations

C. Abbott stated that a draft Employee Conduct Regulations was presented to Senators at the May Faculty Senate meeting with the expectation of a vote to support the document at the June Faculty Senate meeting. However, since there were significant concerns the vote has been postponed. The comments and concerns will be shared with the Employee Conduct Regulations Committee with the intent of revising the document as necessary and presenting a draft document in the fall.

C. Abbott reviewed the background and timeline of the Employee Conduct Regulations. Originally, a blanket Code of Conduct that addressed employees, students and visitors was presented at the March 2012 Faculty Senate meeting. However, due to some concerns the document was amended and designated for Students only. The Employee Conduct Regulations would then be a separate document.

In fall 2012, a committee was charged with developing the revised Employee Conduct Regulations. The committee was made-up of the following faculty from across the College:

Donna Burke, Counseling, International and Veteran Services

Jim Coon, Facilities

Dale Doty, Psychology

Bertram Gamory, Engineering Science and Physics

Jennifer Hill, Biology

Alberta Lee, Assistant to the President, Human Services

Harry Pierre-Philippe, Counseling, International and Veteran Services

Chris Piro, Public Safety

Ann Topping, Student Services – DCC

Bess Watts, Libraries

The following is the process timeline:

November 26, 2012 - Committee formed

December 19, 2012 - first meeting

April 18, 2013 - Distribute draft document

May 8, 2013- Provide feedback to Alberta Lee

May 14, 2013 – Update provided to President Kress

May 16, 2013 – Present draft to Faculty Senate

June 2013– vote on draft at Faculty Senate meeting (postponed)

August – Present to Board of Trustees for review (postponed)

C. Abbott summarized the concerns to date. This list is not inclusive of all concerns but highlights those that have been heard repeatedly.

- Tone appears negative and punitive
- Too much authority to President and the Board of Trustees
- Concerns with how to define “dangerous” instrument. Could debate but difficult to define. Due process will be followed which appears to be missing or not emphasized enough
- Code not intended to ban informal pools, but there has to be a clarification on the definition of gambling. (should not be a money making venture for person setting up the pool)
- Obscene language – code not intended to interfere with classroom instruction/content, not intended to infringe on academic freedom – needs to be clarified
- Document needs to be clearer in several areas particularly in reference to appeal process
- Right to assemble and protest – needs to be vetted through FA/public safety
- Language used in preamble – loyalty to college, research sponsors
- Off campus behavior vs. on campus – intent for off campus refers to acting in official capacity as a representative of the college, ie: at a conference where the college is paying, and you are acting on behalf of the College at an event. This is different from when you are on vacation
- There needs to be a strong statement about the fact that we need to be clear that any code of conduct will not either negate or circumvent current contractual agreements or protections under collective bargaining

C. Abbott asked if there were any additional comments and concerns that should be shared with the Conduct Regulations Committee:

- Robert Leopard stated that the tone of the document seems aimed at students rather than professional. He suggested that the Committee look at other models rather than starting with a student based code. C. Abbott stated that it would be recommended to the Committee to look at other schools regulations. D. Burke added that the original code of conduct was a general statement for the entire College, not specifically for students or faculty but was later used for mostly for students. C. Abbott clarified that there is currently a Code of Conduct in the catalog.
- Liz Peirce asked if the Employee Conduct Regulations would apply to the Board of Trustees members and the President on-campus and off-campus as well. B. Gizzi stated that the Committee had this discussion and wondered if the regulations would apply to the Board of Trustees and President as well. H. Pierce-Philippe clarified that the Board of Trustees has its own code of conduct. A. Lee stated that the Committee is working on getting clarification on this question and will address it in the fall.
- Kathy O’Shea stated that she is not sure how the same regulation could apply to the President since the punitive part of the process outlined in the draft would go up through the President and would create a conflict of interest. She added that the negative tone of the document and time that the document is presented from the President and Board of Trustees it is making the document hard to swallow for some faculty. C. Abbott stated that it is her understanding that the President asked for a review of the original MCC Code of Conduct however did not contribute to the drafted version and the tone is repeated from the original MCC Code of Conduct. D. Burke stated that the tone was more generic and student based. H. Pierre-Philippe stated that the timing was not planned, it was the Committee continuing the process as shown early in the timeline.
- D. Burke pointed out that the following statement under Section VI(A) Authority: “All College employees and visitors are inherently responsible for demonstrating acceptable conduct on the College premises. College employees are responsible for reporting violations of prohibited conduct. The College will utilize appropriate measures to observe, investigate and determine violations of prohibited conduct as outlined in this document. Human Resources has the responsibility to work with supervisors, College officials and Union representatives to determine the appropriate course of action when the conduct regulations are violated.” She stated that the

statement is important and needs to be emphasized since it shows that not one person is going to make a decision regarding disciplinary action and that there will be a process as well as union representation.

- D. Burke also pointed out the following statement under Section VIII Board of Trustees: "The College's Board of Trustees has the authority to identify behaviors or conduct inconsistent with the mission and vision of the college." D. Burke explained that this section gives the Board of Trustees the authority to discipline the President, if needed, and the ultimate authority, which is common among colleges. The Committee also discussed this section at length and are aware that it will need to be expanded. H. Pierre-Philippe further explained that the Committee is aware of some concerns from the Faculty Association and it would work to revise and expand the statement.

- Brian Edelbach stated that the Code of Conduct from Berkley has a positive tone and would be a more suitable model to use and suggested that the Committee consider starting over.

- Michael Heel suggested that the Committee review the guidelines for social media and websites as it pertains to this document.

- M. Ofsowitz asked what would happen if the Faculty Senate fails to ratify this document? Could it go into effect without Faculty Senate support? C. Abbott stated that it would defer back to the current MCC Code of Conduct in the catalog and would not go into effect without approval by the Faculty Senate.

- N. Richardson asked why the Code of Conduct needed to be changed. C. Abbott stated that it started with the need for an updated Student Code of Conduct, which needed to incorporate grievance procedures for students. Once the joint Student and Employee Code of Conduct was presented the realization that two separate documents would better serve students and the employees. In addition, the MCC Code of Conduct document had not been updated in years.

- There was a concern about having the final Employee Conduct Regulation published in the MCC Catalog and Student Handbook. It was pointed out that the student should also be aware of the Employee Conduct Regulations and students that are employees of the College would need to be aware of the regulations as well. H. Pierre-Philippe stated that the Committee will discuss this concern and research where it will be published.

- A. Leopard asked if there is any history on the current MCC Code of Conduct. D. Burke stated that the only document found in the Faculty Senate archives was a version from March 1975, which is very similar to the current MCC Code of Conduct.

- C. Abbott stated that all the comments and concerns would be shared with the Committee. H. Pierre-Philippe added that any additional concern could be forwarded to the Committee.

3. Old Business

None

4. New Business

Deb Smith addressed a concern she has regarding faculty and staff that park in Lot A and the loop road project. The gate for Lot A will be going away to make room for a pull off for RTS buses. This will require the employees parking in Lot A to go through Lot C (the student lot) to enter into Lot A. She is concerned that this change will create extensive congestion, and backs up onto E. Henrietta Road since it will require a left-hand turn onto loop road. C. Abbott stated that she will pass her concerns onto V. Avalone.

M. Ofsowitz expressed a concern regarding the use of the new license plate scanning system that will replace the card readers into the faculty and staff parking lots. He asked what was being done with the data collected from the scanners since it contains private information. H. Williams stated this information was covered at the June 12th Professional Development Workshop: Creating a Safe Learning Environment: the evolving dynamics of campus culture. H. Simmons spoke about parking, traffic and construction issues. Most information can be found by searching "front loop closer" on the main page of MCC website. In addition, she suggested watching the video of the workshop, which will be available shortly.

Liz Pierce also stated that RTS buses are dropping students off on the far side of E. Henrietta Road until the front loop is complete creating safety concerns. Eventually the buses will drop off into loop road requiring students to walk through Lot A to enter to campus which will create security concerns with cars. C. Abbott pointed out that the majority of students are dropped off in the rear of campus.

All College Meeting Adjourned 4:09 p.m.

Faculty Senate Meeting called to order: 4:10 p.m.

1. Announcements

a. C. Abbott announced that the Executive Committee met with the President and Vice Presidents on June 6, 2013 in an effort to improve communication between faculty and administration. The main topic discussed was the discrepancies in hiring practices across the College. The Executive Committee asked for clarification on the procedures for promotions/appointment of professional staff and administrations as well as when a full search is required. The guidelines for promotion are clear for teaching faculty but there are inconsistencies for professional staff and administrations. The Executive Committee also had questions regarding interim positions and what happens at the end of the interim appointment. The Executive Committee suggested that a joint ad hoc committee be charged with looking into these issues and the President agreed. The specifics of the ad hoc committee have not been discussed yet but the incoming Executive Committee will follow up with this in the fall.

Also, during the meeting the President asked the Executive Committee to look into developing a formal statement regarding academic shared governance at the College. Currently, there is not a formal statement. The incoming Executive Committee will follow up with this in fall.

b. C. Abbott thanked the following outgoing Officer and Senators for their hard work: Natasha Christensen, John Cottrell, Brian Edelbach, Mark Ernsthausen, Marlene Fine, Delovis Olaode, Patricia Ornt, Holly Wynn-Preishe, Patricia Sarantis, Teresa Schichler, David Shaw, Carl Silvio, Jason Smith, Donna Burke and Harry Pierre-Philippe.

c. C. Abbott welcomed the following new incoming Senators: Linda Carson, Amanda Colosimo, Dina Giovanelli, Rollo Fisher, Heather Fox, Brian Managan, Phil Oettinger, Tara Tierney, Jessica Wilke and Judy Wilson.

2. Student Announcements

No student announcements.

3. The minutes from the May 15, 2013 Faculty Senate meeting were approved.

4. Action Item:

a. Curriculum:

1 New Program: NP1S CERT Homeland Security

2 Program Revisions: PR9S AS Mathematics and PR10S AAS Human Services

Motion: To approve the new program and course program revisions

Motion seconded

Discussion: No discussion

Motion passed.

5. Standing Committee Reports

Academic Policies (E. Grissing)

E. Grissing thanked his committee members for all their hard work and good discussions this year.

Curriculum Proposals (M. Witz on behalf of H. Wynn-Preishe)

M. Witz reported the following:

- The curriculum committee has given final approval to the following:

1 Course Revision:

CR16S EMS 270 Introduction to Paramedicine

2 New Courses:

NC9S CRC 180 Career and Technical Education Professions

NC24F PSC 213 Practicum in Fire and EMS Dispatching

1 Course Deactivation:

CD2S THE 290 Independent Study

2 Program Revisions:

PR9S AS Mathematics

PR10S AAS Human Services

1 New Program:

NP1S CERT Homeland Security

5 Course Learning Outcomes:

CO30S ANT 102 Cultural Anthropology

CO31S ANT 110 Hosts and Guests: the Anthropology of Tourism

CO32S ANT 130 Forensic Anthropology

CO33S ANT 201 Native American Peoples and Cultures

CO35S ANT 205 Archaeology Field School

- The Curriculum Committee has submitted the following to the Faculty Senate for a Vote:

2 Program Revisions:

PR9SAS Mathematics

PR10S AAS Human Services

1 New Program:

NP1S CERT Homeland Security

- The Curriculum Committee has posted the following for Faculty Review until 6/18/13:

1 Course Revision:

CR32SACD 140 Alcoholism/Chemical Dependency and the Human Service Worker

Curriculum Special Projects (C. Abbott on behalf of M. Ernsthausen)

C. Abbott reported that the Committee gave final approval to four CLOs (course learning outcomes).

NEG (A. Wilson)

A. Wilson reported the following:

- She reminded all incoming Senators to forward their committee preference for the 2013-2014 academic year to H. Murphy.

- There will be an election for two senator seats for Area 2 since there are three nominees.

Planning (D. Shaw)

D. Shaw thanked his committee members for a great year of service.

Professional Development (H. Williams)

H. Williams reported the following:

- She will be working over the summer making checklists for the committee's process for each award and professional development event. This will help to give consistency between award chairpersons, and help committee members negotiate the minutia related to their time-sensitive responsibilities.

SCAA (T. Schichler on behalf of M. Fine)

T. Schichler reported the following:

- The searches for Assistant Vice President of Facilities and Director of Library are complete.

- There is a new search for Director of Public Safety. K. Aquila will represent SCAA on the administrations search committee.

- C. Downing stated that the open forums for Dean of Academic Foundations are June 19th and June 20th.

7. Old Business

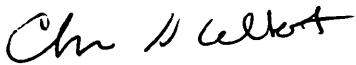
None

8. New Business:

a. C. Abbott thanked all the Senators for the privilege of serving as Faculty Senate President for the past four years. She has grown professionally and found the experience very rewarding. The Faculty Senate cannot be successful without the hard work and dedication of its Senators. She continued by thanking the Officers, the Executive Committee along with Bonnie Connell, Andy Morris, and Carmen Powers and H. Murphy, Faculty Senate Office Secretary. She explained that there was a lot accomplished in the past four years including opening dialogue with the administration through the college wide discussion. She hopes that this will continue into the next year. There are big changes coming through the FCCC so the Faculty Senate will be busy next year. She ended by welcoming Mark Ernsthausen, Dave Shaw and Teresa Schichler.

Meeting adjourned at 4:23 p.m.

Respectfully submitted,



Christine Abbott
President
Faculty Senate



Donna Burke
Secretary
Faculty Senate

Minutes approved at September 19, 2013 Senate meeting.