



# Faculty Senate

Monroe Community College

March 3, 2016  
Faculty Senate Meeting

**PRESENT:** R. Babcock, E. Baxter, S. Broberg, L. Carson, A. Colosimo, T. Conte, M. Dorsey, M. Ernsthausen, K. Farrell, S. Farrington, R. Fisher, A. Flatley, H. Fox, D. Gasbarre, B. Gizzi, B. Grindle, M. Heel, J. Hill, R. Horwitz, A. Hughes, A. Knebel, D. Lawrence, T. Leuzzi, G. Lynch, J. Mahar, J. McPhee, D. Mueller, H. Murphy, R. Pearl, E. Putnam, M. Redlo, J. Salsburg-Taylor, J. Scanlon, J. Senden, C. Shanahan, G. Thompson, K. Tierney, M. Timmons, T. Vinci, R. Watson, J. Wilson, A. Zamiara, L. Zion-Stratton

**ABSENT:** J. Chakravathy, T. Custodio, P. Emerick, S. Kinel, P. Oettinger, L. Pierce, D. Rivers, K. Rodriguez, R. Rodriguez, J. Santos, T. Schichler, J. Waasdrop, W. Wagoner

**STUDENT REPRESENTATIVE:** C. Chapman

**GUESTS:** C. Abbott, M. Bates, V. Boese, A. Buckley, J. Carson, T. Ciambor, N. Christensen, B. Dunning, J. Franz, C. Finch, M. Fine, A. Greer, M. Harris, H. Holevinski, A. Leopard, B. Martineau, H. Wynn-Preishe, K. Tyner, A. Vogette, B. Wilson, M. Witz, H. Wheeler

**Meeting called to order at 3:36 p.m.**

1. **Minutes from the February 11, 2016 Faculty Senate meeting were approved.**

2. **Student Announcements**  
No announcements.

3. **Guest Speakers:**  
a) **President Kress**

President Kress made the following announcements:

- She knows there are concerns around enrollment and these concerns are being heard in other areas. The County Executive has also become interested in the discussion, which may impact funding going forward. She shared that the College is currently at 99% of budget with enrollment. Enrollment is down across SUNY, which has caused the legislature to get involved in the discussion as well. This will be a challenging budget session.
- She also encouraged the Faculty Senate to continue the discussion with Provost Wade regarding academic policies and their role in enrollment.

**Questions:**

- C. Abbott asked why there has been a change in what general information search committees can share with departments (e.g. where they are in the process), emphasizing she understands the need for confidentiality. President Kress was not aware of the changes but she will follow up with M. Fingar and forward the information to M. Ernsthausen.
- T. Leuzzi asked what the timeline is for the Dean searches. President Kress stated this is being handled by the Provost and suggested M. Ernsthausen follow up with her. H. Wheeler stated the plan is to have the process completed by June. The job descriptions are in process.
- J. McKenna stated there has been discussion around campus about the integrity of the Middle States process explaining some Standard teams received their edited reports back and it was completely different. President Kress stated it's a drafting process, reports for each standard were submitted to a group of editors who may have made changes based on the need for more documentation and evidence in order satisfy Middle States. Outside consultants also agreed there needed to be more documentation and evidence included in the report. She explained if there were changes in what was submitted by the Standards team compared to the final report, it may be to

include more suggestions and recommendations in order to get ahead of what was going to be required by Middle States. H. Wheeler commented as one of the editors, it's important to look at the report as a whole, information in one standard may have been moved to another standard where it was a better fit because of the overlap of many of the standards. President Kress commented in the past Middle States may not have been a College wide discussion, however Middle States has changed their process and level of understanding is expected across the College

- M. Ernsthause asked the following from a constituent: in light of the recent downfall of student enrollment and the hiring freeze placed on faculty and staff, how can you economically justify going ahead with the plans for the Downtown Campus? President Kress explained there is not a "freeze" on faculty hires, but the enrollment in areas is a factor to determine how resources are allocated. She stated the New Downtown Campus (NDC) is moving forward because it is specific allocation of money that cannot be used in any other capacity (e.g. salaries or new programs).

- M. Ernsthause asked the following question on behalf of a constituent: is it true that you are now hiring a Chief Information Officer? How can you justify hiring still yet another administrator when you have a hiring freeze on faculty and staff and the downtown campus does not appear to be economically feasible? President Kress stated the CIO position is a replacement for Dale Mallory, therefore is not a new position.

- J. McKenna asked how the budget to maintain the NDC will be sustained with the declining enrollment at DCC. He offered enrollment statistics from prior years. President Kress responded stating the number included duplicate students who attend Brighton and DCC. She explained funds to maintain the NDC has been budgeted from the beginning (not just construction costs). She pointed out funds were not budgeted for any updates to the Thomas R. Flynn Conference Center which has become an issue. She was not going to have that be a concern with the NDC. J. McKenna requested the amount budgeted. President Kress stated she would provide the information, pointing out it has been provided to the BOT from the beginning.

- M. Ernsthause asked for an update on finding tenants for the unused space at the NDC. President Kress stated there is still ongoing discussions with potential tenants.

- B. Gizzi stated faculty understand funding has already been set-aside for the NDC but there are still concerns regarding the long term funding and support. This information may have been shared with the BOT, however it has not been shared with the College community and asked if there was a plan to have faculty engaged in the conversation. President Kress stated there is a group involved in the discussions with Dr. Frater however, she suggested having H. Simmons attend an upcoming meeting to share the financial information. M. Redlo suggested Dr. Frater also attend.

- J. McKenna stated for the past 2 -3 years he has heard from many colleagues who have concerns regarding the direction of the College. These concerns have prompted him, along with J. Wadach, to start Wearemcc.net. He stated a main concern is the lack of transparency at the College along with a lot resources not being used. He also addressed a fear on campus and people not willing to speak out. He asked what could be done. President Kress responded stating this is not the perception of the people who regular talk and disagree with her. She stated the MCC reflected on WeAreMCC.net is not the MCC she sees every day. She does not see conditions of retaliation against people who disagree with her. She stated MCC has a culture of engagement (e.g. SCAA, Strategic Planning process). She offered examples of the importance of keeping the dialogue and discussion within the College community.

- T. Leuzzi asked how the transition to Performance Based Funding will affect MCC. President Kress stated there will be a lot of changes but she explained the importance of being on the ground floor to shape the outcomes. She further explained what she is doing to stay involved in the conversation and discussed many ways to go about advocating for the College.

- T. Conte stated in his discussion with colleagues around campus there is a sense of fear that if they disagree with a mandate they are going to be fired, he acknowledged this may not be the case but it is the general feeling, he knows she will want to correct this erroneous idea. President Kress responded stating it will be difficult to find someone who was fired. She acknowledged there are about 30 employees who do not have the protection of a union or tenure, which drives the atmosphere where you can disagree. She stated she has not spoken with people who have these concerns although she has encouraged them to come talk to her. T. Conte offered examples of

when he requested information and did not received it. President Kress and Provost Wade responded to his concerns.

- C. Chapman (representative of the Student Government Association) asked if enrollment continues to decline would tuition continue to increase. President Kress stated the tuition increase is not tied to enrollment but was a result of MCC being far below the SUNY system average by keeping tuition constant for many years. She explained MCC was mindful of the following that affect students when increasing tuition: tuition assistant programs and PELL/TAP thresholds.

- J. McKenna commented people feel like they are not being heard by President Kress or the BOT. President Kress responded stating MCC has an infusion of faculty and staff voices through many groups giving the examples of SCAA (which is unique to MCC) and the shared governance policy. She explained the role of BOT is policy governance and should not be engaged in the daily work of the College; however emphasizing the importance of keeping the BOT informed. She pointed out she was the one who encouraged the BOT to have open forums and allow the shared governance groups the opportunity to speak at meetings.

- J. McKenna addressed his concerns regarding issues with SCAA recommendations not being followed and requested information about this process. President Kress stated personnel matters are not discussed so providing this information would not be possible.

- J. Salsburg-Taylor asked for clarification on the SCAA process and what the next step will be if the recommendation is to not go forward with the reorganization. The Provost explained she will receive a written response from SCAA on March 10<sup>th</sup> and she will respond accordingly to SCAA. A. Flatley stated the information would be sent to the Senators to share with their constituents. President Kress explained the process of reviewing the feedback is difficult and it is not always a clear picture. The leadership must determine what the next step will be after considering the recommendations.

- K. Tierney stated the feedback SCAA is receiving is more reactionary to not being consulted and included in the proposal process. President Kress stated the SCAA process is to allow the College community an opportunity to comment and give feedback on the proposals. There was additional discussion on the SCAA process. B. Gizzi pointed out the SCAA process although very important, does not represent the entire College community, excluding for example CSEA members, adjuncts and students, therefore it should not be relied upon as the voice of the College.

- K. O'Shea commented she has spoken in front of the BOT members several times and she feels they do not respect faculty for what they do or understand the commitment faculty have to the College. President Kress reassured her the BOT does respect faculty. She further explained BOT members have full-time jobs and are volunteering their time to make essential decisions regarding the College, to which the public holds them accountable. She gave several examples. She believes the respect, integrity and honor goes both ways, she has heard comments from some people assembled at BOT meeting. This do not make her feel like the institution that it aspires to be. She offered several examples of how the BOT members show their pride in the College and its faculty.

- G. Thompson commented his personal experience with the BOT members has been nothing but a professional experience.

#### **b) H. Wynn-Preische and B. Dunning – Middle States**

- B. Dunning stated the Middle States visit will verify, clarify, amplify what was stated in the report.

- The final interview schedule was shared and can be found on the planning website on the Middle States page. All the interviews will be March 14 and 15. Interviews on all the standards will be going on through out the two (2) day but not necessarily all of members of the teams were asked to be interviewed. H. Wheeler reassured those worried about being asked to interview commented that the questions asked are related to the standard worked on and should be an easy process.

##### *Questions:*

- A. Flatley asked how why some standards group members are being asked to talk to multiple evaluators. H. Wynn-Preische explained each evaluator submitted the request on which groups and/or individuals they wanted to interview based on the standard they are reviewing.

- K. Tierney asked if their committee made recommendation that did not make it into the final draft how it was to be handled. B. Dunning encouraged being honest when answering questions. There was discussion on where information may have been moved or why it was removed from the report.

- B. Gizzi stated she was asked to attend an interview during her scheduled class. She will not be attending but asked how should this be handled. It was stated during the Town Hall meeting it was up to the judgment of the faculty on whether to make arrangements to have their class covered after a discussion with their department chair. Faculty member should also consider whether the interview they are asked to attend is with a group or only 1 or 2 individuals.

#### 4. **Announcements (M. Ernsthause)**

a) **Dr. Lewis Lansky - Passed away on February 15, 2016 at the age of 77.**

- Dr. Lansky began his career in 1962 as assistant professor in history/political science. He was among MCC's original faculty who created departments, wrote curriculum, set in motion academic governance, and laid the foundation for the college's stability, progress and success.

- He was an active member of the Rochester community, and his service to the College included guiding student clubs, serving on the Special Committee on Administrative Affairs and the Faculty Senate, and supporting the MCC Foundation.

- He also very active in the community.

- T. Vinci stated he also funded a grant to provide services and equipment for Service to Students with Disabilities in honor of his son.

b) **FA "Follow Your Dream" Scholarship Fund**

- The Faculty Association "Follow Your Dream" Scholarship focuses on students who may have obligations outside of the classroom, such as caring for family members/children or working multiple jobs to make ends meet, while continuing to succeed at MCC.

- Each year, the scholarship names an honoree who has contributed to the success of the MCC students and college community. Ray Ruff, Business Administration Department, has been chosen as this year's honoree.

- Please consider a donation and inform a student you feel that would qualify to apply for the "Follow Your Dream" Scholarship.

- Contact Sonya in the FA office with questions.

c) **Faculty-Personnel Listing in the College Catalog**

Met with Melissa Fingar and Sandy Warren

Listing will be done by department instead of alphabetically.

Question:

- M. Timmons pointed out there may be issues when someone does not know which department a person is in. It was suggested to using the A-Z index to find their department.

- J. Franz asked if the website can be updated with current information. It was suggested his department secretary should be able to submit request to have it updated.

d) **MCC Gen Ed/ILO Implementation Team**

- Finalized ILO recommendations

- Started to work on how to implement Gen Ed

e) **Meeting with Dr. Wade**

- Concerns about the calendar

- Not enough seat time for MWF classes in both the Fall and Spring semester

- Jason Mahar will follow up with Dr. Wade

Discussion: T. Leuzzi stated he was strongly opposed to the current calendar which he believes directly affects retention and asked J. Mahar to consider discussion about changing the calendar to align more with other colleges.

f) **Shared Governance Coordinating Council**

- Changed name to avoid confusion: MCC Coordinating Council

- Finalized membership, responsibilities of the chair, meeting frequency, rules of order

- Looking to have a draft document for College Community by the end of the semester

- First meeting of the new council to take place during the Fall 2016 semester.

g) **Policy Procedure**

- The process for implementing a policy is on the policy website:

<http://www.monroecc.edu/depts/policy/?a-zindex>

- Look for "Policy Process" on the left.
- H. Murphy will send this out the Senators.

h) Budget Advocacy

- Invited to attend meetings with:
  - Assemblyman Brian Kolb, March 11
  - Assemblyman Mark Johns, March 11
  - Assemblyman Steve Hawley, March 11
  - Senator Patrick Gallivan, March 24

i) Faculty Senate Important Dates

- What's on your mind? – Brighton Campus, Friday March 4th at noon in 5-100
- Social Lunch – Monday, March 21st at noon in Monroe B
- Middles States Site Visit – March 13-16
- Next Senate Meeting – March 17th
- Senate Meeting – April 7th at DCC, please let Heather Murphy know if you will be driving to the meeting

5. **Action Items:**

E. Putnam made a motion to confirm there was quorum for a vote. Motion seconded. There was a count of Senators still in attendance and quorum was confirmed. **Motion failed.**

a) Curriculum Committee:

E. Putnam presented the following curriculum proposals:

1 New Program:

2015-NP7-Fall Cert Mechatronics

2 Program Revisions:

2015-PR24-Fall AAS Applied Integrated Technology

2016-PR1-SpringAS Liberal Arts General Studies Nutrition Advisement Sequence

Motion to approve the above curriculum proposals. No further discussion. **Motion passes**

b) Curriculum Committee: Diverse Perspectives Infused Competencies Report

Motion to approve the report. No discussion. **Motion passes.**

c) Curriculum Committee: Infused Competencies Report for Critical Thinking

Motion to approve the report. No discussion. **Motion passes.**

6. **Future Action Item (vote at the March 17, 2016 Faculty Senate Meeting)**

a) Curriculum Report: Assessment of the Applicability of Proposed Technological Literacy Outcomes

E. Putnam stated the report would be sent out to Senators to share with their constituents.

Comments and feedback can be sent to her. She also pointed out there will be a Proposal Information Sheet attached to the report which will be a form attached to all proposed policies presented to the Faculty Senate for a vote from now on.

7. **Standing Committee Reports**

In order to allow more time for discussion during the meeting the standing committee chairs submitted their reports for Senators to review prior to the meeting. Questions and/or comments were taken regarding the following reports, as noted. NOTE: Due to the change in the Faculty Senate meeting schedule not all standing committees will have a report at each meeting.

**Academic Policies (J. Mahar)**

J. Mahar reports the following:

- Satisfactory Academic Progress/Academic Dismissals Committee – represented by Jason Mahar – looking to align federal guidelines with MCC practices
- Transfer Credit Procedures Committee – represented by Taine Vinci – looking to determine who should be looking at each area of concern.
- A concern about the wording of the letter for Census Date drops was received – discussed the concern with the faculty member, forwarded on suggested rewording for clarification – Records and Registration agreed to change wording. (No effect on existing policy)

- Jason Mahar met with Mary Mendez – Rizzo regarding request for a possible Resolution about Dual Enrollment.
- Provided data to Mark Ernsthausen after concerns were expressed about the 2018 – 2019 Academic Calendar approved by the Faculty Senate meeting on January 28, 2016. Data compares the approved calendar to SUNY 2 and 4 year schools.

*Ongoing topics of discussion:*

- Continuing discussions on Academic Grievance Procedure (Resolution 1.9.4)
- Continuing discussion on effects of changing class lengths from 50 and 80 minutes to 60 and 90 minutes
- Discussion about changes to Add/Drop Period Process, requesting data from IR to assist decision – discussed request with IR to clarify what data we need
- Discussions on a limit to the number of times a student may take a course, requesting data from IR to assist decision – getting updated data from prior research request
- Discussion about who is responsible for enforcing prerequisites

**Student Affairs (J. Mahar)**

J. Mahar reports the following:

Continuing work on an Academic Honor Code

**Curriculum (E. Putnam)**

E. Putnam reports the following:

- The Curriculum Committee has given final approval to:

Technological Literacy Infused Competency Report

1 New Program:

2015-NP7-Fall	Cert	Mechatronics
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4 Program Revisions:

2015-PR23-Fall	AAS	Public Safety Communications
2015-PR25-Fall	AAS	Accounting: General
2015-PR24-Fall	AAS	Applied Integrated Technology
2016-PR1-Spring	AS	Liberal Arts General Studies Nutrition Advisement Sequence

10 Course Revisions:

2015-CR68-Fall	MTH 230	Linear Algebra
2015-CR71-Fall	ENG 113	Introduction to Creative Writing
2015-CR69-Fall	FPT 215	Hazardous Materials Technician
2015-CR66-Fall	FPT 220	Fire Officer 1
2015-CR67-Fall	HMN 101	Humanities: Experiencing Culture
2015-CR76-Fall	GEO 295	Field Studies in the Geosciences
2015-CR70-Fall	FPT 111	Firefighter I
2016-CR7-Spring	AAD 107	A History of Graphic Design
2015-CR67-Spring	AAD 105	Typography
2015-CR77-Fall	PHO 135	Survey of Digital Photography

3 Course Deactivations:

2015-CD46-Fall	GEO 133	Ancient Life
2015-CD47-Fall	GEO 201	Invertebrate Paleontology
2016-CD1-Spring	NUR 160	Critical Thinking Utilizing the Nursing Process

2 Course Learning Outcome Revisions:

2015-CO27-Fall	PHO 135	Survey of Digital Photography
2016-CO10-Spring	TAM 275	Modern Welding Techniques

- The Curriculum Committee has posted for faculty review until 3/8/16:

1 Program Revision:

2016-PR2-Spring	AS	Theatre Arts
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3 Course Revisions:

2016-CR8-Spring	CHE 100	Preparatory Chemistry
2016-CR9-Spring	CHE 124	General, Organic, and Biochemistry

**NEG (M. Heel)**

H. Heel reports the following:

- He announced the proposed Faculty Senate Bylaw Revision passed by a majority vote of 92.7% of a non-trivial population of over 200. NEG will then requested M. Ernsthausen forward the revised Bylaw to President Kress to be presented at the next BOT meeting for approval.
- The Committee moved forward with pending business with plans to present to the FS no later than April.

**Planning (P. Emerick)**

P. Emerick reports the following:

- The 2017-2021 Strategic Plan Leadership team is in process of analyzing results received from the survey tools that were administered earlier this semester.
- Sustainability is in process of reviewing operational plan and highlighting various sustainability efforts that have been undertaken as initiatives by this steering committee.
- Planning is currently reviewing a total of 11 Strategic Planning Grants that were submitted. We have an aggressive meeting schedule to review these
- Grants. I am scheduled to meet with the President on the March 17th to review our recommendations.

**Professional Development (A. Colosimo)**

A. Colosimo reports the following:

- Nominations for the Legacy Lecture and applications for leaves for the benefit of the college are being accepted until March 4, 2016 at noon.
- Over 20 proposals were received for Professional Development Week! The committee is in the process of creating a tentative schedule and will follow up with proposers with dates and times shortly. Professional Development Week will be held June 6-10, 2016.
- As a follow-up to a panel on Open Educational Resources (OERs) in November, a faculty innovation group is forming to support faculty interested in infusing their courses with OERs. The first meeting will be held during OER Week on March 7 in the Brighton TCC Room (12-201) from 12- 12:50 PM. Please contact Andrea Kingston in the Library for more information.
- The committee has begun to review Senate Resolutions regarding the Professional Development Committee for completeness and accuracy.

**SCAA (A. Flatley)**

A. Flatley reports the following:

- *Searches:* The title IX search is closed and Kristen Lowe was hired. The CIO and the Grants is ongoing. We will be searching for some Deans in the spring. If anyone has a desire to help with these searches, please let a member of SCAA know. M. Ernsthausen stated the Job Description Ad Hoc Committee is working on the Dean job description and it will be forwarded to SCAA once they are complete.
- *Proposed Division Reorganization:* The Committee is still collecting feedback on the proposal Division Reorganization. Senators are asked to forward comments to a SCAA member or through the link provided in the email sent out last Friday. SCAA will be working on the response due on March 10, 2016.
- *Chair elections* – Chair elections will be held on March 9, 2016. The Education Department has agreed to hold off on its election until the reorganization has been decided on.

**8. Old Business**

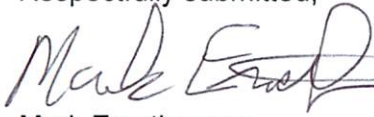
There was no old business.

**9. New Business**

There was no new business.

**Meeting adjourned at 5:20 p.m.**

Respectfully submitted,



Mark Ernsthausen  
President  
Faculty Senate



Heather Murphy  
Secretary  
Executive Committee Secretary

**Minutes approved at March 17, 2016 Faculty Senate meeting.**