



Faculty Association Suffolk Community College

Executive Council **MINUTES** **APPROVED**

Date: Thursday, November 9, 2017
Time: 3:45 pm
Location: Southampton Building Room 228 - Ammerman Campus
RSVP: Contact Anita (451-4151 or anita@fascc.org) to confirm your attendance.

1. Approval of Minutes from October 12, 2017

- **K. Peterman** calls meeting to order at 3:48 pm. Asks permission to proceed out of agenda order because he needs to leave early to catch a flight, so he'd like to do his president's report first. Motion to amend agenda: **M. Stein**, seconded by **K. McNamara**.

Motion to approve October 12, 2017, minutes made by **M. Pappas**, seconded by **K. Ng Southard**. Approved 22/0/0. [*Secretary's note: one EC reps arrived after this vote.*]

2. Officers' Reports

President Kevin Peterman reports the following:

- Meetings were held at NYSUT in Albany to address the [NYSUT Representative Assembly \(RA\)](#) resolution to address adjunct dues structure: we are trying to amend the dues structure so adjuncts who work at multiple locations don't get over charged, i.e., pay duplicate charges. One proposal is to charge a flat rate, such as 1/16 of their dues. Work in progress.
- I'm also on another adjunct committee: At the [NYSUT RA](#) last year, another resolution, by [PSC CUNY](#), called for change in three areas—pay equity/compensation, job security, and professional development—plus other issues of concern to adjuncts. We are trying to deal with broad areas to look at issues facing adjuncts across the state. Would like to get it through state legislation if we can.
- Election comments: The [Constitutional Convention defeat](#) was a tremendous victory for labor. A lot of different coalition groups came out against it, so we ended up with 80% of the voters against. Of 18 [Suffolk County legislators](#) we endorsed, 16 were elected. We weren't really surprised by the results we saw in the two. I recorded and sent out 28,000 robocalls, which all went out within four hours. Legislators are thankful when we do the robocalls.

*Secretary's note: **K. Peterman** leaves at 4:00 pm. Vice President **S. Tvelia** presides over meeting.*

3. EC Rep Issues

- **A. Stone:** A new specialist in my area is working an overload PA assignment; at what level pay would that be? **S. Tvelia:** Do they have a bachelor's degree? If so, it's PA1.
- **K. Ng Southard:** The secure-in-place incident at the library on Halloween, October 31, is an issue for my constituents. They were very disturbed about what happened. Faculty feel that they're not ready, and students were upset. Most of the classrooms with speaker systems were told to secure in place, it was not a drill, but there was a great deal of confusion with faculty and students about what they were supposed to do. Some faculty locked down, some let their classes go, some people were locked out of buildings. We spoke with admin, but we feel we need to do more training for Run Hide Fight.

C. Bosco: Social sciences had Baycan Fideli [director of public safety] come to their department meeting to address issues.

A. Nohai-Seaman: I heard that [public safety's active shooter protocol](#) was not followed because Baycan didn't call the alarm; someone in NFL did.

- **K. Ng Southard:** A second issue is my department hired a journalist who's in his first semester teaching and advising the student newspaper. When Dr. McKay was ill on Professional Development Day, this faculty member wanted to post info about it online. Colleagues advised him to avoid doing so because he's in his first semester and doesn't have tenure. There were also concerns about his students feeling that they were discouraged from reporting info about what's happening on campus.

S. Tvelia: From the union perspective, it's good professional advice to proceed carefully when still untenured. We want to be able to follow case law, yes, but our job as a union is first and foremost to help faculty members keep their jobs, to know what their duties and obligations are as an employee of this institution, etc.

K. Ng Southard: Are we able to talk about the college once we're outside the college, say on social media or post something, say, at a conference if it's policy? **S. Tvelia:** If it's policy, that's public info and that's fair but we do advise our faculty to use their best judgment or better yet to contact us if unsure.

- **D. Davorin:** Question about promotion: A person was told by our campus dean that their promotion was shaky, not as strong as others' applications. Do faculty need to be concerned about competition with other faculty who are also up for promotion? Or just worry about the criteria?

S. Tvelia: There is clear criteria, and we cover that in our workshops, but everyone interprets the criteria differently. Faculty don't really have to "compete" with one another, but the dean might note that the faculty member has not shown a continuous process of improvement and effort over the course of the years since the previous promotion, and might use other faculty members' promotion packets by way of example.

D. Davorin: Has there been any change in promotion criteria recently?

S. Tvelia: No, there haven't been any changes at all. **D. Davorin:** Because we were surprised that this particular individual would be told that, so we wondered if perhaps the criteria had changed?

S. Tvelia: The [CPC reps](#) receive much more info about the applicants' achievements than just what colleagues might happen to know. So if you're feeling a bit surprised, it might just be that you're not as aware as the CPC rep or me—since the FA VP oversees promotions—what that individual faculty member has done or not done.

D. Kiesel: Will there be another retirement workshop? **C. Eaton:** Yes, we are going to be hosting just one, in the spring semesters.

- **A. Macari:** Our dean had been telling people for promotion that publications look better than presentations, but now we're hearing that they're viewed on an equal level?

S. Tvelia: Yes, we look at things, and it depends on the quality of the conference and the journal as well as on the academic discipline. It's an individual determination because we have to figure out what's most valued in your field and at your rank.

A. Macari: One of my constituents has never applied for full professor because he's never been published, but it sounds like he should? **S. Tvelia:** He definitely should contact me or just apply.

- **C. Bosco:** Can faculty ever skip a rank with extra work, publications, effort?

S. Tvelia: No. They are consecutive ranks, and you must serve time in rank before you can apply for the next one.

4. Elections to Fill Adjunct Vacancies

- **C. Eaton:** We have adjunct vacancies in three areas: math, English, and arts/humanities/music/philosophy. Any candidates for these positions must be members, not agency fee members. Please help spread the word; we will be reaching out for nominations shortly as per Article X.D. of the FA [Election Procedures](#).

5. Holiday Party

- **S. Tvelia:** This year we're holding the party at the [Watermill](#) in Smithtown on December 8 at 6 pm and we'd like to encourage more attendance. It's \$40 each for a three-course dinner, live music, dancing, and it's a terrific evening. Guild members can attend and pay \$80 but we give our members a great deal at \$40. Retirees and new members are free.

6. Spring EC Retreat

- **S. Tvelia:** This spring, on Saturday, March 3, 2018, we're going to host an EC retreat. The idea is to take a day and regroup as an EC and do a bit of a [SWOT analysis](#) of our work as a union. We're doing it this spring because we face significant challenges, mostly the [Janus v. AFSCME](#) Supreme Court case. We typically start around 9 or 9:30 and have time to reflect on what's going on and what we need to be doing. It'll be at [NYSUT headquarters in Hauppauge](#), and we'll share more info as the date gets closer.

7. Officers' Reports

Vice President Sean Tvelia reports the following:

- Promotions are in full swing. Trying to address issues as soon as possible. Not everyone sends a draft for us (me and CPC reps) to review before the due dates, so now we're working on those few people who didn't send things and get our help ahead of time. Sometimes this puts us in a situation where we have to ask the faculty member to rescind their application and try again next year, which we really don't like to do. Luckily, there are very few instances of that this year.

Overseeing the promotion process is truly gratifying because we get to see that we really do have awesome faculty, both full time and adjunct.

With regard to [EHMP](#), we are still dodging a bullet, so as of now nothing has changed. County missed some deadlines and couldn't make adjustments. Still very much on our radar and we're still working to mitigate costs. Suffolk County is about \$200 million in debt.

If you or your constituents have any issues, please have them contact me. We've seen a spike in calls to Blue Cross or to Express Scripts, which often just results in frustration. Have your constituents call me or call the [Employee Benefits Unit](#) (EBU). EBU tracks the issues, which helps us immensely so we can try to address them.

Secretary Cynthia Eaton reports the following:

- In addition to the adjunct vacancies I previously mentioned, we need to reschedule our March EC meeting due to schedule conflicts. It's currently scheduled for March 8. We looked to move it to March 1 or March 15, but those both introduce other schedule conflicts, so we'd like to schedule for March 22. [Group agrees.]
- We're expecting to receive copies of sabbatical applications fairly soon from the college because we need to review them and notify faculty by the end of January so faculty can plan their 2018-19 academic year. Both the sabbatical committee and the faculty development & retraining committee typically meet in December, so that is the next big thing on my calendar other than managing the adjunct vacancies situation.

Treasurer Pete DiGregorio reports the following:

- A forensic audit is happening right now. Three auditors are in the FA office at this moment, and they are very detailed. I think it's going to be fine, but we'll know for sure once we get the report.

S. Tvelia: I'd like to clarify that this audit is required by law; this is not happening because of anything the FA has done or not done. It's a routine audit.

- I've processed 600 Schedule D and 1126 changes, which are modifications to people's assignments. Many of these are non-credit assignments, but I look through them because PAs are still our members, so they still have to adhere to the 9 credit hour limits, etc.
- Looking at the treasurer's report that you all received, just a few notes: Please keep in mind we typically see a higher number because we mail *The WORD* September issue. Also, in member analysis on second page, the full-time faculty number is likely to go down because of retirements in December.

Grievance Officer Dante Morelli reports the following:

- We have about 10 ongoing harassment complaints. One is a student concerned about religious rights being infringed and has complained about six faculty total thus far, and the college has to investigate every single case.

S. Tvelia: We're inviting our [NYSUT labor relations specialist](#) to our officers meeting next week so we can talk about the chilling effect this can have on faculty.

K. McCoy: Yes, it's uncomfortable for faculty because the college has to be very objective and neutral, so that can feel odd to our faculty, but we support their academic freedom to teach as they deem best within appropriate guidelines.

- One faculty member is upset that their arbitration taking so long, but it's not out of the norm.

S. Tvelia: I can tell you that the timeline in this particular case is exactly on par with all the others I dealt with in the 13 years I served as grievance officer.

- An adjunct was removed from the seniority list due to a sexual harassment complaint; following up with a grievance on that.
- A faculty member has a number of charges against them, so I'm working to represent that individual as well.
- Another adjunct is at risk of removal from the seniority list—currently investigating.
- The issue I've mentioned previously about class size overages has finally been addressed by HR so we can get it executed before our December meeting.

Adjunct Coordinator Kevin McCoy reports the following:

- In addition to sexual harassment Dante mentioned, there are two more cases going on. Please very careful when joking with your students. The college has been holding workshops about Title IX with faculty, staff, and students.
- I did three peer observations in the last three weeks. If you know of an adjunct faculty member having trouble, please let me know. If the concern is about content, i.e., about whether they truly know the material they're teaching or if they're adept at their jobs, they're better off with a full-time member of their department as the peer observer, but if the concern is behavioral they're probably better off with me as the adjunct coordinator serving as their peer observer.

Either way, remind all adjuncts that they do have the right to a peer observer.

- I have a meeting next week about a PA whose hours weren't set prior to the start of the semester and, in another case, an outside community member came to the college and was upsetting the adjunct faculty member.
- **N. Pestieau:** I was once advised to have two peer observers in the room.

S. Tvelia: The contract says that you're allowed to have one. Some department chairs don't respond well to having two and actually bring in two administrators "for balance," so we definitely don't advise two peer observers.

A. Macari: Do you have to fill out the paperwork for promotion if you're doing a peer observation? **S. Tvelia:** Yes, but only if it's for promotion; otherwise you don't have to. **A.**

Macari: Sometimes it seems like there's so much paperwork. Does administration actually read it?

S. Tvelia: Yes, this is the one committee where I definitely do see that happening. The committee includes the campus deans: they're your bosses and they really do want to know their faculty.

8. Unfinished Business

- None at this time.

9. New Business

- **D. Kiesel:** During our last storm, a number of huge branches fell on the path by the Riverhead Building. Dead trees and branches pose a hazard to our students and faculty. **S. Tvelia:** I'll contact the college and let them know.
- **S. Tvelia:** I also don't want to forget to announce about the food pantries. As you know, each fall we donate \$400 to each campus food pantry. So it's the time of year when we need people to volunteer to buy \$400 worth of groceries to purchase foods—the FA will reimburse you—and then deliver them to your campus food pantry. Let me know if you'd be willing to volunteer.
- **T. McHeffey:** Another idea Community Outreach is doing is an idea called FOODSTOCK. It's a day of music, a concert, as a fundraiser so we can stock the local food pantries. This is still in the idea and planning stages. We are currently planning to collaborate with [Long Island Cares](#) and we plan to hold the event on the Eastern Campus on Saturday, March 24.

10. Adjournment

- At 5:06 pm, motion to adjourn forwarded by **M. Stein**, seconded by **D. Davorin**. All in agreement.

Members present on November 9, 2017

Officers

- Kevin Peterman, President
- Sean Tvelia, Executive VP
- Cynthia Eaton, Secretary
- Pete DiGregorio, Treasurer
- Dante Morelli, Grievance Officer
- Kevin McCoy, Adjunct Coordinator

EC Reps: Grant Full Time

- Eric Weinstein — Business, HVAC, CIS, Technology, ETU Coordinator
- Janet Simpson — Humanities
- Bruce Seger — Library, Counseling, Media
- Davorin Dujmovic — Natural Sciences, Math
- Alice Tobin — Nursing, Health Science, Physical Education, Vet Sci
- Andrea Macari — Social Sciences

EC Reps: College-wide Adjuncts

- Marcial Gallimore: Business, Accounting, Communications, Telecom
- Ina Casali: Counseling, Education, Freshman/College Seminar
- Priscilla Pratt: Culinary, Fire Protection Technology, Library, Electrical Tech, Drafting, Interior Design

EC Reps: Ammerman Full Time

- Kevin McNamara: Accounting, Business Administration, Business Information Systems, Legal Studies
- Matt Pappas: Biology, Physical Sciences
- Melissa Adeyeye: Communication, Languages, Reading, TV/Radio/Film
- Matt Zisel: Counseling, Cooperative Ed
- Mike Simon: Engineering, Computer Science/Industrial Technology
- Kim Ng Southard: English
- Rebecca Turner: Library, Central
- Jane-Marie Wright: Math
- Alex Nohai-Seaman: Music, Visual Arts, Theatre, Philosophy, Women's Studies
- Lisa Aymong: Nursing, Health and Human Services, Physical Education
- Christina Bosco: Social Sciences, Behavioral Sciences

EC Reps: Eastern Full Time

- Nina Acquavita: Library, Humanities, Counseling
- Nic Pestieau: Science, Math, Social Science, Business, Nursing, Culinary, Physical Education

EC Reps: Professional Assistants Full Time

- Lisa Behnke: Programmatic
- Deb Kiesel: Instructional Labs
- Andrew Stone: Technical Areas/Instructional Centers

FA Activists (Guests)

- Tim McHeffey: Community Outreach Coordinator

- Lea Dato: Nursing, Physical Education, Health Sciences
- vacant: PAs/Specialists in Academic Skills Centers
- vacant: PAs/Specialists in Instructional Labs
- Doug Cody: Science, Engineering, Auto
- Robert Anzalone: Social Sciences