



# Faculty Association Suffolk Community College Executive Council **AGENDA**

Date: Thursday, March 12, 2020  
Time: 3:45 pm to 5:45 pm  
Location: Southampton Building Room 229 - Ammerman Campus  
RSVP: Contact Anita ([anita@fascc.org](mailto:anita@fascc.org)) if unable to attend

## AGENDA

1. Approval of Minutes from February 13, 2020
2. COVID-19 Information
3. Leadership Appreciation
4. May Day Festival
5. Google Groups
6. VOTE COPE Update
7. EC Rep Issues
8. Officers' Reports
9. Unfinished Business
10. New Business
11. Adjournment





# Faculty Association Suffolk Community College

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

- Date:** Thursday, March 12, 2020
- Time:** 3:45 pm
- Location:** Southampton Building Room 229 - Ammerman Campus
- RSVP:** Contact Anita (451-4151 or [anita@fascc.org](mailto:anita@fascc.org)) to confirm your attendance.

- **D. Morelli** calls meeting to order at 3:49 pm.

### 1. Google Groups

- **D. Morelli:** I know you all want to hear the updates about the COVID-19 situation but first we'll move to Adam Bailey who is going to talk to you about our move to Google Groups, so Adam doesn't have to sit through the entire meeting.
- **A. Bailey:** I'll keep this brief. You should have all set your Google mail accounts by now. I checked and, out of 65 accounts, there are 19 people who haven't logged in yet. Maybe you thought you had set it up but you're actually using the old email. So I'm going to delete the old ones so you'll definitely know [*laughs*]. But I am here to help. Contact me at [adamb@fascc.org](mailto:adamb@fascc.org) or my extension is x4084.

You should have received an email from Anita with a new listserv address for your constituency that ends with fascc.org. So if you send to that new email address it'll automatically go to all of your current constituents.

- **M. Schafer:** Do I need to do anything other than use that new email address from Anita to contact my constituents? **A. Bailey:** No. Just send. And the first time, check with some of your constituents to verify that it went through.

### 2. Approval of Minutes for February 13, 2020

- **D. Morelli:** Thank you, Adam. Now, before moving forward, we need a motion to approve the February 13, 2020, minutes. Motion made by **J. Wright**, seconded by **K. Wirth**. All in favor

21/0/1. [Secretary's note: One EC rep entered the meeting after this vote.]

### 3. COVID-19 Information

- **D. Morelli:** I'm now going to read a statement about COVID-19 which Cynthia has already prepared to send to all of you right now as I'm reading it.

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As per President Petrizzo:

The college is taking direction from SUNY and will be transitioning to an online presence wherever possible starting Monday, March 23, and the college will re-evaluate all practices put in place on Monday, April 13. The college is trying to follow SUNY's directive of "helping to reduce the density of people" as best as possible.

- Some classes will continue to meet face to face such nursing, auto tech, and science labs. They are currently looking into splitting classes; labs may be split in half, some may be virtual.
- As with culinary, auto tech, etc., these classes will be held with careful consideration to class size and the potential splitting of sessions.
- Regarding tutoring in labs, they will be potentially offering face-to-face and virtual when possible.
- Hours will be cut at the bookstore as well as with Aramark.
- The libraries will be open for students who do not have access to computers and technology off campus. Students will be encouraged to spread out as much as possible while using computers on campus.
- The college is trying to eliminate any large gatherings and will be cancelling travel.
- Athletics will still compete (assuming there are teams to compete against the Sharks).
- The college may be streaming the theater performance on the college's website with no live audience members, as those students need to fulfill their credit obligation.
- Office hours will be held, as they will take on greater importance with the new modalities. We are considering a combination of virtual and face-to-face. No decision on that as yet.

Over spring break, a deep cleaning will take place in classrooms and other highly trafficked areas. Rooms will be sealed while cleaning is taking place, and only those with special permission will be able to enter.

If there is a positive test for COVID-19 on a campus, that campus will be closed down for a minimum of 24 hours for a deep cleaning as per health department standards. Memos will be sent immediately to the college community.

It's a fluid situation. The overall goal now is to reduce density of people on campus while still delivering instruction so students can finish the semester. The college will be continuously evaluating everything on a daily basis.

No one should come to work or school if they are ill.

The college will make accommodations for any college employee who is dealing with immune-compromised or respiratory health issues. Contact AVP Angelica Rivera at 631-451-4239 or [riversaang@sunysuffolk.edu](mailto:riversaang@sunysuffolk.edu).

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- **D. Morelli:** I spoke with our attorney Noel Cohen about some of the issues that have arisen. He did confirm that non-classroom faculty can be required to come to campus because classes are not canceled and the college is not closed. When I asked about several other items, he noted that when contracts are negotiated they are written for regular times, and we're in an emergency situation.
- **J. Wright:** I intend to come to my office and work from my office computer, so what if college does close down? And I don't have a camera or microphone on my office computer. **C. Eaton:** Ask your IT personnel and they'll get you a mic and camera as needed. **D. Morelli:** If the college closes, we'll defend it like a snow day. **K. Wirth:** What about non-classroom faculty overload? **K. McCoy:** The libraries and labs will be open.
- **D. Clark:** English faculty want clarity about office hours. Two members commute in from NYC, so is there any flexibility? **D. Morelli:** Yes, there will be flexibility. **D. Clark:** Can we use things outside of Blackboard like Zoom to reach students? **D. Morelli:** We believe so, yes. **C. Eaton:** The Center for Innovative Pedagogy is actively encouraging faculty to use MS Teams to reach students; we all have it through Office 365.
- **D. Dujmovic:** What about labs like in math and science? **D. Morelli:** The college will hold on-campus labs and probably split them to limit the number of people in the room.
- **A. Nohai-Seaman:** Music ensembles are part of graduation requirements, but there's the concern of having 40 people singing in close proximity to one another. **D. Morelli:** I will inquire about that for you; the college doesn't want to put people at risk.
- **M. Simon:** Nursing has clinicals with students going into hospitals and coming back to campus. **D. Gerrie:** I just learned that Northwell canceled all of their clinicals, so that won't be happening. We have eight students in each lab. **D. Morelli:** Do the students know if they are in direct contact with a patient? **D. Gerrie:** No. But we all know how to protect ourselves against infectious diseases in these cases.
- **K. Spooner:** A constituent presented with symptoms early in the week and was told by their doctor to self-quarantine. They called the department, but they didn't know what to do and told her to take a sick day. She had to use a sick day but she doesn't think she should have. **D. Morelli:** Give me that member's name, and I'll fix that. Thank you. **M. Simon:** If someone is at home who's compromised, they said to call HR and they'll make accommodations for you.
- **J. Wright:** I'm upset that we had to find out about all of this by a generic Facebook post. Also, I told my class that we're going online and that tests will be online. A student with accommodations strongly wants to still take their exams at disability services? **D. Morelli:** We believe that will be an option. We agree that we should not have learned about the college's decisions via Facebook. I have heard this a lot and have communicated this to administration. **D. Dujmovic:** I think Paul Beaudin is the best person to talk to, as he's a lot more open than the others in my opinion.

- **K. Wirth:** What about the classroom faculty that does overload as a PA in an IT lab like Cisco where the class is online. Do they report? **D. Morelli:** I will look into that for you.
- **M. Schafer:** Cuomo’s report says *all* classes should go online? **C. Eaton:** No, right now there are exemptions for certain courses like science labs and nursing clinicals that can’t easily go online.
- **N. Pestieau:** Does the math learning center coordinator come in? **D. Morelli:** Yes. Math tutoring may stay on campus but they’ll try to put some online as possible. **N. Pestieau:** And office hours: online or on campus? **D. Morelli:** They are working that out, and as I said there should be some flexibility. **R. Lauria:** For office hours, are we not tied to the hours we originally posted? **D. Morelli:** I believe chairs will work with faculty to adjust as needed.
- **L. Behnke:** The college is open, but in priority registration it can get really packed in that small room? **D. Morelli:** There’s going to be a different protocol now for everyone’s safety.
- **K. Ng Southard:** I just noticed that Mary Lou Araneo has sent a college brief which is the college’s response to Governor Cuomo’s announcement. *D. Morelli asks her to read it aloud. K. Ng Southard reads aloud College Brief #72: College’s Response to Governor Cuomo’s Announcement Regarding Remote Instruction: Communication #1.*
- **M. Pappas:** Who makes the decision for lab courses, as in which labs can be done online versus on campus? **C. Eaton:** VP Beaudin said faculty are to self-report their plans for continuity of instruction directly to their academic chairs, so it seems to be a departmental decision right now.
- **K. Ng Southard:** What about librarians who are scared to come to campus and be in the library? **D. Morelli:** They need to know that starting next week we are actually going to be safer than we have been this week on campus. **K. Ng Southard:** Librarians are also complaining about the soap in the library restrooms because now they’re all washing their hands? **D. Morelli:** We’re all experiencing that. They are going to need to bring lotion! **J. Cook:** We also need more sanitizing wipes in the library.

#### 4. Leadership Appreciation

- **D. Morelli:** We were scheduled to host our leadership appreciation celebration on May 29 at Mirabella but now that is up on the air. We officers will continue to meet each week, but EC meetings will be on a case by case basis. **C. Eaton:** If we meet on campus and you’re not comfortable attending, we can definitely find a way to bring you in electronically, no worries.

#### 5. May Day Festival

**D. Morelli:** Last year we participated in the first May Day Festival for AME at Southaven Park, and we are being asked again to participate on May 9. Last year we sponsored the event and had a tent. We are very good friend with AME and would like to support this. We get a tent, a

set number of tickets, great publicity among union and other families, etc., if we agree to sponsor for \$1,000. I asked **P. DiGregorio**, and there is money in our budget for this.

Motion to approve donation to May Day Festival made by **L. Behnke**, seconded by **M. Schafer**. All in favor 23/0/0.

## 6. VOTE-COPE Update

- **K. McCoy:** Originally we had planned to ask you to go to your constituents and ask for donations but that's not happening now. We did get 16 new or increased donations at Professional Development Day, for a total of a \$65/paycheck increase. We are pushing this because of there have been lots of retirees who had been donating a lot. However, it's clear that we need to wait until the fall.

Also, you should know we used VOTE-COPE money to endorse Jason Richberg who won in a special election on Tuesday. He was one of the most impressive candidates we've screened.

## 7. EC Rep Issues

- **A. Nohai-Seaman:** My constituents are concerned with the lack of academic experience and the business background of presidential candidate #3. **D. Morelli:** I understand, and I will address that in my president's report.
- **J. Wright:** In the Riverhead Building, the room numbers not ADA complaint. They all say "office" except for administration and nursing. Regina Keller intervened, and they are putting our names back on our doors.
- **J. Malik:** I didn't go to Professional Development Day, so is that a personal day? **D. Morelli:** If you work in your office and arranged that ahead of time with your supervisor, you don't have to take a day, but if not you do have to take the day.
- **D. Dujmovic:** What is the contract status? **D. Morelli:** That's in my president's report too, but I'll let you know now that AME's contract passed through their membership. I believe – I have no confirmation – that the legislature wants to vote on both AME and our FA contract together.
- **R. Lauria:** Seat limits for the summer are currently the regular size? **K. McCoy:** Until they sign the contract, they aren't going to raise the limit.
- **L. Behnke:** A constituent wants to be reimbursed for a conference but it was canceled. **D. Morelli:** Typically these conference organizations reimburse people, and airlines have said they'll be flexible.

## 8. Officers' Reports

President **Dante Morelli** reports the following:

- First, the presidential search. I am on the search committee, and we believe we presented the college with the three best qualified candidates from the pool that we had. We saw candidate #1 on Monday, candidate #2 dropped out, and today was candidate #3. Yes, he does not have the academic background many might desire, but we were unanimously impressed on the committee with his answers and his understanding of the college needs.
 

**A. Nohai-Seaman:** We are worried about the potential lack of understanding of the value of the arts and humanities. **C. Eaton:** I absolutely empathize with that but I personally do not believe it's a valid concern with this particular individual. Also, his leadership skills are so strong and, as you know, we sorely need that now. And I think everyone needs to know that this candidate is particularly union friendly—which is also critical for us right now.

**L. Behnke:** At the student forum today, he answered a question about full-time lines really well. **C. Eaton:** He also spoke highly of the need to get more full-time lines at the 2:30 session.

**D. Morelli:** You should also know that the search firm told us there are about 300 openings for administrative positions across the country right now, and the pool of candidates is really tight. Also, there's a survey for faculty to fill out, and we encourage you to complete that.
- **J. Cook:** A constituent expressed concerned about nepotism in this case and about county people being dropped here? **K. McCoy:** We had to deal with that with our previous president, and he wasn't even connected to Suffolk County previously.
- **D. Gerrie:** We have three openings and don't think they'll fill the lines. There's an issue of people moving between campuses. **D. Morelli:** Keep in mind that we're hired by the college not by the campus. **K. McCoy:** If it comes to it, transfers will be done by seniority.
- **D. Morelli:** Okay, some other updates and information I'd like to share with you. As mentioned, Jason Richberg won in LD 15. All NYSUT conferences are canceled up to April 15, and financial appointments are canceled now too. On April 17, however, we're hoping to still have our retirement workshop online.
- We are unofficially a Local Action Project local, and we want to congratulate our friend Joan Cook who will be going to the NYSUT Leadership Institute this summer.
- We did attend Higher Ed Advocacy Day in February, and then I went to Committee of 100 in early March. Usually I have to elbow my way in to talk about community colleges issues but this time I didn't have to because there were parents there whose child had attended SCCC and their credits transferred to Boston University, so that was a great moment.

Executive Vice President **Courtney Brewer** reports the following:

- Promotion workshops are now up in the air, but I would love to have them as scheduled. We rescheduled the Grant workshop due to the presidential candidate #2 visit only to have that candidate later drop out. I can meet with people individually but now we'll see. Eastern is currently scheduled for March 25 and Grant for April 1.

- Hopefully promotion letters will come out soon? We are not sure. Obviously everything is up in the air at the moment. **D. Morelli:** I called Paul Beaudin this morning and we believe that if our classes are continuing, then administrative work needs to continue too.

Secretary **Cynthia Eaton** reports the following:

- As Dante mentioned, I'm going to work to see if we can keep our April 17 retirement workshop but do it online if needed.
- We are still dealing with no sabbatical letters being sent out, except for the letters to those faculty who weren't approved by the committee, so we continue to push for a decision and notification on those.
- As we are moving to an online modality, I will of course be helping faculty on the Eastern Campus through our TLC all next week. But for the other two campuses for questions about Blackboard or about support during this time, you can contact the Center for Innovative Pedagogy, Camille Karlson, at [karlsoc@sunysuffolk.edu](mailto:karlsoc@sunysuffolk.edu) or call 631-451-4524.

Treasurer **Pete DiGregorio** reports the following:

- Adjuncts will have four deductions starting with today's payroll.
- A list of all nonmembers and updated membership information was submitted to NYSUT.
- In the treasurer's report, on page 2, if you look at the adjunct numbers, 1338 adjuncts is the lowest we've seen in a long while.

Grievance Officer **Kevin McCoy** reports the following:

- Dante and I are meeting with legal about two grievances. We have ton of information on our side and we are working with our NYSUT labor relations specialist who doesn't even know why the college is fighting this because he believes we have airtight cases.
- The rest has been normal meetings with administrators and faculty about various problems and concerns that we are trying to address proactively. No Title IX cases to report.

Adjunct Coordinator **Kim Ng Southard** reports the following:

- I am still handling an ongoing seniority case with a non-instructional PA.
- I'm also dealing with an ongoing pay rate inquiry which is tricky and will take a while.
- I did a peer observation of an adjunct at Grant on Tuesday, and it was wonderful. The chair had a few recommendations, but nothing will come of it. I really enjoyed being there.



- Some adjuncts called on Monday for the A1 Form for promotion which was due that day, and I told them always contact Donna Krompinger right away. She can check your file, see if your educational requirements are right and if you are ready for promotion.
- There are lots of adjunct concerns about moving to teach online. Like Cynthia, I am trying to help as much as possible, and I can also come in next week to help. **C. Brewer:** I will be around to help too.
- With Dante and Kevin, I will be meeting with Dean Gherardi to discuss a variety of adjunct issues and processes to see how we can do things better.
- Finally, on behalf of all the officers, I'd like to present this thank you card to Jane-Marie for her retirement. It's a gift card to Michael's craft stores that we officers all pitched in for, so Jane-Marie can buy more knitting supplies. We all know how much she loves knitting! Thank you, Jane-Marie! [*Everyone applauds.*]

**C. Eaton:** I also have something for Jane-Marie. She had scheduled a meeting on the Friday of the week of public schools' February break. A few of us have elementary-aged kids, and one person asked if it could be rescheduled. I said "No, no, let's keep this meeting time; I'll arrange for a sitter. Maybe I'll just make Sean do it!" We then worked out the childcare issue but, at the meeting, Jane-Marie handed me an envelope and simply said, "This is for Sean." I popped it in my bag and kind of forgot about it. When he opened it later, I realized it was money for Sean to use to "amuse his charges" during our meeting. So I want to return that money to Jane-Marie now but also let everyone know what a gracious gesture that was.

## 9. Unfinished Business

- None at this time.

## 10. New Business

- None at this time.

## 11. Adjournment

- Motion to adjourn by **J. Wright**. Seconded by **J. Micari**. All in favor 23/0/0. Meeting adjourned at 5:10 pm.

**Members present on March 12, 2020**

**Officers**

- [Dante Morelli](#), President
- [Courtney Brewer](#), Exec VP
- [Cynthia Eaton](#), Secretary
- [Pete DiGregorio](#), Treasurer
- [Kevin McCoy](#), Grievance Officer
- [Kim Ng Southard](#), Adjunct Coordinator

**EC Reps: Grant Full Time**

- [Eric Weinstein](#) — Business, HVAC, CIS, Technology, ETU Coordinator
- vacant* — Humanities
- [Tara Fagan](#) — Library, Counseling, Media
- [Davorin Dujmovic](#) — Natural Sciences, Math
- [Alice Tobin](#) — Nursing, Health Science, Physical Education, Vet Sci
- [Jill Malik](#) — Social Sciences

**EC Reps: College-wide Adjuncts**

- [Marcial Gallimore](#): Business, Accounting, Communications, Telecom
- [Jenn Micari](#): 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
- [Rich Lauria](#): Communication, Languages, Reading, TV/Radio/Film
- [Ben Laudicina](#): Counseling, Cooperative Ed
- [Mike Simon](#): Engineering, Computer Science/Industrial Technology
- [David Clark](#): English
- [Joan Cook](#): Library, Central
- [Jane-Marie Wright](#): Math
- [Alex Nohai-Seaman](#): Music, Visual Arts, Theatre, Philosophy, Women’s Studies
- [Marlene Kellner](#): Nursing, Health and Human Services, Physical Education
- [Christina Bosco](#): Social Sciences, Behavioral Sciences

**EC Reps: Eastern Full Time**

- [Mary Schafer](#): Library, Humanities, Counseling
- [Nic Pestieau](#): Science, Math, Social Science, Business, Nursing, Culinary, Physical Education

**EC Reps: Professional Assistants Full Time**

- [Lisa Behnke](#): Programmatic
- [Debbie Gerrie](#): Instructional Labs
- [Kevin Wirth](#): Technical Areas/Instructional Centers

- [Lea Dato](#): Nursing, Physical Education, Health Sciences
- [Shawn Gaffney](#): PAs/Specialists in Academic Skills Centers
- [Laura Stone](#): PAs/Specialists in Instructional Labs
- vacant*: Science, Engineering, Auto
- [Robert Anzalone](#): Social Sciences