Faculty Association
Suffolk Community College
Executive Council
APPROVED MINUTES

Date: Thursday, September 10, 2026
Time: 3:45 pm
Location: via Zoom

1. Approval of Minutes from June 4 and August 20, 2026

- D. Morelli calls meeting to order at 3:48 p.m. Any corrections to the June 4, 2026, and/or the August 20, 2026, minutes? None.

  - Motion to approve June 4, 2026, minutes made by S. Clark and seconded. Motion is approved 21/0/4.
  - Motion to approve August 20, 2026, minutes made by A. Darini and seconded. Motion is approved 20/0/5.

  Secretary's note: One EC rep entered meeting after this vote.

2. Executive session: Employee contract

- D. Morelli: Need motion to enter executive session to discuss an employee contract.

  - Motion to enter executive session made by D. Provenzano and seconded. Motion is approved 26/0/0.
  - Motion to exit executive session made by L. Behnke and seconded. Motion is approved 26/0/0.

  K. Carlson: Seeing no further questions on the slight revision, with modest increases to lines 3 and 4, to the budget you had already approved…

  - Motion to accept the revised budget for the 2026-27 fiscal year as presented during executive session made by S. Sambasivan and seconded. Motion is approved 26/0/0.

3. FA secretary resignation

- C. Eaton: I will email my official resignation letter to the EC after this meeting. If you'll kindly indulge me, I'd like to share a summary of it because I've served the FA for over 20 years and because I didn't choose to be put in this position of having to resign. It's important to me that my resignation letter is included in the EC minutes as an appendix.

  I've been left with no choice but to resign as an officer after 19 ½ years because of the conflict of interest created by my husband, Sean Tvelia, becoming executive dean/ COO of the Ammerman Campus, an exempt position (management & confidential in NYS public employment law). As I personally sought legal counsel over the past months, it was made clear to me that even after resigning from the grievance and negotiations committees, remaining as secretary would mean legal liability for both the FA and my family.

  This situation hasn't been easy for me. I've been an active academic unionist for over a quarter of a century, beginning at my previous college where I was elected vice president before moving to LI. It was while I was upstate that I met Sean in 2001, as we were each sent by our respective locals to the weeklong NYSUT/Cornell Leadership Institute. The union, clearly, has played a significant role in both my professional and personal lives.

  Since coming to SCCC in fall 2004, below are some of the ways I've contributed to the FA, our state parent union New York State United Teachers (NYSUT), and our national parent union American Federation of Teachers (AFT).

2007 to 2017	Elected FA officer: Adjunct Coordinator
2007 to 2026	Creator, annual FA/Guild wall calendar
2007 to 2026	Editor, *The WORD* (writing over 300 articles to date on variety of academic and labor issues; recipient of 28 NYSUT and 20 AFT journalism awards)
2005 to 2008	Chair, NYSUT Educational Technology Committee (committee member, 2002 to 2005); publication "Envisioning a Virtual High School in New York State: The Consortium Model"
2001 to 2013	Chair, NYSUT Community College Distance Education Committee; publication "Negotiating the Distance: Bargaining Contract and Policy Language for Community College Distance Education Programs"
2010 to 2013	Invited guest columnist, AFT *On Campus*; 15 columns on distance education
2017 to 2026	Elected FA officer: Secretary
2017 to 2026	Co-chair, Sabbatical Committee — not part of FA
2017 to 2026	Co-chair, Faculty Development & Retraining Committee } secretarial duties
2017 to 2026	Organizer, annual FA/Guild Retirement Workshop
2016 to 2026	FA representative, College Distance Education Committee (co-chair 2022 to present; committee member 2005 to present)
2021	Co-founder, JEDI Institute (and lead writer for $35,000 AFT funding grant)

This list doesn't include my active participation in Making Strides, political action committee, grievance committee, being *de facto* graphic designer for the FA, manager of our Google Groups/email program, serving on two three-year Local Action Project teams, being an active and enthusiastic nominator of colleagues for the FA Member Excellence Awards every spring, etc. It also doesn't include my dozens of conference presentations over the decades at the NYSUT Community College Conference, AFT Higher Ed Conference, and National Collective Bargaining Conference.

Of the above, the only positions for which I've received compensation are those in blue font: FA officer (adjunct coordinator, then secretary) and editor of *The WORD*. I'm proud to note that all of the rest have been completely volunteer on my part; never once have I asked for an additional dime or reassigned time. I'm grateful to Jane-Marie Wright who recognized this and nominated me for the NYSUT Higher Education Member of the Year Award, which I received in 2018.

I share all of this only to underscore what a difficult thing it is for me to have to resign. I've always been a union guy; it's a core part of my identity. I've always done the work because the work needs to be done and because the college, our students, and our members benefit from having a strong union.

Thank you for re-electing me all these years so that I could serve the FA in these ways.

- D. Morelli: Congratulations, Cynthia, and thank you for all you've done over the years and what you've done at the state and national levels. Thank you for being an incredible unionist.

➒ Motion to accept resignation of Cynthia Eaton as FA secretary effective September 24, 2026, and to remove Cynthia Eaton as a bank signatory made by J. Capurso and seconded. Motion is approved 26/0/0.

4. Elections

- C. Eaton: As I reported in the spring, we have 11 vacancy elections to run this fall. I have already drafted a proposed election timeline and all of the call for nominations letters, but I cannot send them until we have an acting elections committee chair given my resignation. The committee needs to identify someone from within the group, so hopefully someone will step up. I'm aware of four FA members who are awaiting the call for nominations so they can self-nominate as well as members in two other constituencies who are considering self-nominating. The sooner we start this process the better, so hopefully an elections committee member volunteers and we'll get new reps in by the November EC meeting. It is not good to have so many vacancies.

  In addition, the officers will be running a search committee to replace me as FA secretary, just as we did for the treasurer position in the spring. The FA Bylaws state that the president creates a

search committee and appoints a replacement with approval of the EC. The timeline I proposed to my fellow officers for that process is as follows:

- 9/11 — call for nominations (email to membership) ○ 9/25 — close of nominations
- 10/8 — presentation of candidate(s) to EC for approval

5. NYSUT Community College Conference

 D. Morelli: This year's conference, November 6 to 8 in Lake George, has a robust program. For those attending, I will share the program on Monday, and those attending can communicate with Mary Griffin about which workshops you'd like to attend.

6. EC rep issues

 Who is on the negotiations team? Can we have a list as well as their email addresses so we can communicate with them? Also, some negotiations members on my campus have not gotten your emails about meetings and did not even know they had an FA gmail account set up for them, so there should be better communication. — We do not communicate with negotiations team members using SCCC email; for confidentiality reasons we give all team members their own FA gmail accounts and only use those. Our web manager Adam Bailey indicated that he had set up gmails for all team members and distributed info about how to log in; that is sent to whichever email account those members have on file with the FA. We'll double check with Adam.

7. Officers reports

President Dante Morelli reports the following:

- As Cynthia explained, she needs to resign which will leave another vacancy in the position of FA secretary. Just as with the treasurer position, I appoint a search committee and present candidates to you for approval. If you want to serve on this search committee, let me know.
- End of course surveys will continue as pilot program, as admin needs to figure out how to get survey results to chairs as well as to the faculty, so I signed an MOA for one more year as a pilot.
- We'd like your feedback regarding the fall 2027 college calendar because Labor Day comes really late. I'm screensharing two proposals. Some faculty prefer the option of starting after Labor Day (September 6), which creates a concern about ending the semester too close to Christmas. The other option is starting Wed., August 25, or on Mon., August 30 and then having Tuesday, Nov. 23 function as a Thursday (conversion) day. This option can be tricky, though, for classes labs and that only meet once a week. Feedback?

- Starting on August 30 would give us a few more days to encourage last-minute enrollment and we need enrollment
- Conversion days are hard for adjuncts who teach at other colleges or in clinical or hospital settings
- Not good to end so late; it's too close to holidays and start of wintersession
- Starting sooner than four-year institutions doesn't allow us to register students who decide last minute not to go to their four-year school and come to SCCC instead
- If we're not more closely aligned with the start of the K-12 school year, it can be hard students who are parents and have difficulty finding childcare

Thank you. I'll report to calendar committee that the group is pretty evenly divided. Also you should know Labor Day isn't coming as late in the years after 2027.

- Our contract negotiations/membership survey went out in the spring and over 500 members responded which is fantastic. That has been shared with negotiations team.
- The American Federation of Teachers signed agreement with Microsoft stating that Microsoft cannot use student data to track students or use student work to train AI. It also gives students and parents transparency on how AI will be used and makes these things contractually enforceable. AFT President Randi Weingarten was integral to creating this agreement.
- SUNY ReConnect brought 1,000 new students to SCCC this fall, which I said to Governor Hochul at a reception yesterday. I thanked her for the program, since number of traditional age students is declining and nontraditional students is increasing.
- Changes in college admin: Lauren Tacke-Cushing is new VP for Academic Affairs, Jenn Browne is new AVP in Academic Affairs, and Sean Tvelia is new executive dean of Ammerman Campus. At Grant, Donna Ciampa is retiring soon, and Hector Sepulveda and Meryl Rogers are recently retired. New college Board of Trustees members include Jackie Gordon, Wayne Horsley, Kevin Peterman, and student trustee Nova Ventura-Rios.
- We have discussed the possibility that, rather than our usual EC meeting on Zoom, we might meet in person at a local restaurant, and of course we'd provide food. We discussed December but that's a busy time so we are asking about an off-campus meeting instead of our November 12 EC meeting. Thoughts?

  - Will not having it on Zoom impact ability to make quorum? — No because we're missing almost 1/3 of EC meaning quorum is only 12 reps, six of which would be the officers so quorum is not a concern.
  - With Wednesday being Veterans Day holiday, would that impact attendance on Thursday if, say, faculty decide to take that as a personal day for a long weekend? — Thursday is a regular workday and faculty are expected to be here.
  - A handful of EC reps express interest in meeting off campus in lieu of regular November EC.

Executive Vice President Courtney Brewer reports the following:

- All full-time promotion applications were submitted as of August. There are 21 applicants this year, less than 33 last year, and more Central than campus-based faculty. Soon I'll put out calls for CPC reps, and I'm always grateful to volunteers.
- Adjunct promotions have a different timeline, and Kim and I will be doing workshops later this month. Dean Gherardi has sent letters to adjunct members who may be eligible to apply.
- Our new admin assistant Mary Griffin is off to a good start. She is currently out for two weeks so please be patient if you contact the FA office.
- The annual wall calendar rollout was not as smooth as normal. Anita used to handle it, and she retired in the summer. Campus delivery is easier, but in college-wide EC constituencies it is harder to get those out. If you'd like wall calendars let me know or stop by the FA office and pick some up.
- The September 18 professional development workshop on AI has 84 RSVPs. I think we got over 50 RSVPs within the first two days of announcing it. I'm arranging for a hot breakfast starting at 8:30 a.m. so please RSVP and join us. There's a great group of panelists which Cynthia will discuss in her report.

Secretary Cynthia Eaton reports the following:

- I'm very happy that this AI workshop is so popular since it's the last major PD workshop I'm organizing on behalf of the FA. Since someone asked, here's the draft agenda:

  9 to 9:30 — Welcome & intros

  Ed Bonahue — greetings from admin
  Dante Morelli — greetings from FA
  Steve Clark — greetings from Guild
  Sean Tvelia — greetings from Ammerman Campus

  9:30 to 10:45 — Panel 1 — Legal and policy matters

  Ashley Pope and Shady Azzam-Gomez: legal and IT perspectives, college policy history/future directions
  Lauren Tacke-Cushing: SUNY community of practice opportunity, other resources
  Cynthia Eaton: DEC perspectives: clarification of faculty options
  Sarah Grunder: chair perspectives, advice for faculty on ways to manage AI
  Christina Vargas — cautions about built-in biases in AI programs

  10:45 to 12 — Panel 2 — Faculty perspectives on managing AI

  John Brush and Emily Lauer: teaching writing with AI awareness, prevention rather than policing
  Darin Mihalik: ethical use/how AI is impacting teaching of science
  Marta Szpak and Anabel Darini: ethical use/how AI is impacting teaching of math
  Natalie Rice and Kristin Cadolino: ethical use/how AI is impacting entrepreneurship/business
  Damon Vogel and Adnan Nasir: ethical use/how AI is impacting cybersecurity and machine learning
  Jack Conte and Mary McGlone: ethical use/how AI is impacting the teaching of writing

  12 to 12:30 — Conclusion/wrap up

Courtney Brewer: facilitation of Q&A, college resources, continuing the conversation

- As mentioned, there's a lot going on with the elections committee regarding vacancies. I reached out to the committee and await a volunteer for acting elections chair since I won't be here and we need to move with our timeline which I've drafted and proposed to the committee.
- Sabbatical committee: I held the first workshop on campus last Friday and nobody attended. Holding the on-campus one so early was a calculated risk on my part since I was unsure of my status but hopefully members will come to the Zoom workshop which is this Monday at 5 p.m.
- Also regarding sabbaticals: I need to make clear in the EC minutes that the faculty co-chair of sabbatical committee is not responsible for the college president giving only one sabbatical each year. I am the co-chair with VP for Academic Affairs, and we are both *nonvoting* members of the committee. We don't decide how many or which sabbaticals even advance to the president's desk. The college president determines how many sabbaticals to give and which faculty receive them. There are a handful of vocal faculty blaming me for there being so few sabbaticals, despite my having multiple meetings with the VPAA and president on the issue. I am no more to blame for faculty not getting sabbaticals than Courtney is to blame when faculty don't get promoted or Kim is to blame when adjuncts don't get assignments. In fact, in the past, when a previous college president decided he was giving 0 sabbaticals, it was not Marie Hanna (then FA secretary) who intervened and got one sabbatical that year, it was the FA president. I understand these members are upset but I'd ask them to be logical about who they're upset with.
- Google Groups: As you know, almost four years ago I took over doing maintenance of the email groups for the FA, which is a ton of work, but since I'm leaving I've taken the time to make sure the all-full-time list is up to date as well as all of your constituency lists and the exempt employee list. The all-adjunct members and adjunct constituency lists are the same as in spring until we receive the final adjunct membership data from admin.
- I'm currently the FA rep to the college distance ed committee. Since the admin co-chair, Carol Hernandez, resigned in the spring, I've been advised it's important for me to remain on DEC. I'm currently in conversations with admin and faculty to make sure that happens, but at some point there will need to be a new FA rep to DEC appointed.
- Whenever I leave a position, I want to make sure that various projects I care about or have been working on continue. I don't want these left hanging because they are important for the FA, so I am going to itemize them here in the official EC minutes. You all just approved a stipend for someone to revise the FA website but if we have money for that, I'd suggest you should allocate stipends for other important tasks.

1. Contract/Membership Survey — You don't send a survey to 1,300+ members, get over 500 responses and do nothing with that feedback. Of course results were shared with the negotiations team, but that survey is *filled* with member concerns, issues, and ideas. I spent time early this summer developing an extensive list of cross tabulations I wanted to have NYSUT Research run for us, e.g., to see if more members at Ammerman are concerned about facilities and safety than at Grant or Eastern so we can advocate for those changes, etc., but now I'm not on the negotiations team. So consider paying a member a stipend to analyze the survey results, get those cross tabs run, and do something with all that feedback.

2. Beacon Impact Analysis — We know our members are deeply concerned about Beacon. There are two main things the FA can control given our dual credit contract language: the liaison program and the provision about no negative impact on number of faculty in a department. So another thing I've been saying is why don't we have a member—ideally a mathematician, a statistician—look at each department and compare the number of Beacon courses to the number of full-time faculty and see if we can make an argument that increase in Beacon classes caused a decrease in FT faculty there. I would love to see that done.

3. Grievance Database — Go in the FA office, 224J Southampton, and you'll see in the conference room a wall filled with large black filing cabinets. 3-4 of those are filled with nothing but folders with a half century of grievance paperwork. Just papers stuffed in filing cabinets, collecting dust. All that history and past precedent but nobody knows what's in there! For over a year I've been pushing for the FA to scan all of those files and enter the info into a searchable, sortable grievance database. This would be an immense help to all current and future officers so they can see, when an issue arises, if and how it was handled in the past and if there was a grievance resolution. Courtney purchased a ScanSend machine, and I had intended to do the work this summer but obviously had other things on my mind and it didn't get done. Please consider paying a stipend to a member to do this important work.

Treasurer Kerry Carlson reports the following:

- On the treasurer report, items of note: We had more dues income than expected, partly from more lines due to SUNY ReConnect, so the number in total received is higher than projected. The total in office services is lower, reflecting reduced costs due to Anita's retirement. There's a bit more money in the conferences line because we budgeted to send more delegates but not as many attended. At the bottom, you'll see a negative amount which reflects the fact that we don't take in dues over the summer. VOTE COPE and grants on the last pages both have good balances. In general we did pretty well.

Grievance Officer John Capurso reports the following:

- We have two active grievances at stage 5, both of which are on hold while FA and administration continue to engage in active conversations to hopefully resolve the issues.
- One successful grievance has come full circle, related to the process by which adjuncts are or are not interviewed for full-time positions. One of our adjuncts was denied that opportunity and now—thanks to a labor-management committee that included Kim, Dante, and me—search process paperwork has been updated to address this. Moving forward, when a search committee questions whether an adjunct's credentials make them qualified for an interview, the question will go to the VPAA who will review and make the final determination.
- Grievance committee will meet soon to discuss pursuing a grievance regarding the filling of temporary lines.

- I've been working with many members across departments. One, who was honored to receive a college award, was required to take time on their leave report when they missed class to attend the college awards ceremony; we feel they shouldn't have to take that time. I've been working with members to ensure their classrooms and workspaces are reasonably comfortable regarding temperature and environment. Other issues include members co-teaching courses with their supervisors but not being subjected to some kind of *de facto* observation as well as miscommunication between departments putting a member in a difficult position.
- I'm thankful to EC reps who bring issues to me; it's very helpful that you are keeping an eye out to resolve things as early as possible. Conversations with you EC reps are vital, thank you.

Adjunct Coordinator Kim Ng Southard reports the following:

- I've been fielding questions about seniority, overages, promotions, assignments, and retirement—and there have been an unusual number of inquiries about benefits.
- Helped three adjuncts get assignments who hadn't gotten any as well as another adjunct to get more hours.
- Assisted two members were called into administrative meetings which was time consuming but important to advocate for them.
- Attended adjunct orientation on August 20 which was very good. President Bonahue addresses the group and 44 out of the 70+ newly hired adjunct faculty attended.
- Great news: Of our recent full-time hires, more than 50% were adjunct colleagues.
- Thank you to Courtney who took a wagon and walked around to drop off wall calendars, while I got a dock pass and drove mine around!

Secretary's note: One EC rep entered meeting after this report.

8. Old business

- Some faculty are being told by admin that they are required to not only post their syllabus in Brightspace but also use the gradebook? — The minimum requirement is to post your syllabus; faculty are encouraged but not required to use Brightspace gradebook.
- Librarians and counselors are still listed incorrectly in college online directory, any updates on that? Anything we can do to help remedy this? — No, as explained in previous meetings, the issue is that information used to be entered manually but we no longer have the personnel to do that. The info displayed now is automated to pull directly from two different sources which is why it looks that way. Admin is aware of the technological problem; this is not about lack of concern or failure to understand the importance of people's title or ranks.

9. New business

- For full-time nonclassroom faculty who teach COL classes, we are being given instructor pay. I have been teaching COL for 10 years and I can't get above an instructor pay which is criminal! That has to be changed. Adjuncts who teach COL can get pay increases but I cannot. — College and freshman seminar are not distinct academic disciplines so faculty cannot get promoted in

rank for teaching COL classes. Adjuncts who only teach COL can get a pay increase because that's the *only* pay they receive at the college.

- My schedule was changed at the last minute so my classes now end at 4:45 pm; just want to explain and apologize for logging in so late. — Thank you, we understand that your teaching schedule comes first. Just see if you can work with your chair to keep Thursday afternoons free in the spring.

10. Adjournment

➲ Motion to adjourn at 5:33 p.m. made by A. Darini and seconded. Motion is approved.

Attendance: Members present on September 10, 2026

Officers

☑ Dante Morelli, President
☑ Courtney Brewer, Exec VP
☑ Cynthia Eaton, Secretary
☑ Kerry Carlson: Incoming treasurer
☑ John Capurso, Grievance Officer
☑ Kim Ng Southard, Adjunct Coordinator

EC Reps: Ammerman Full Time

☑ Alex Nohai-Seaman: Accounting, Business Administration, Business Information Systems, Legal Studies, Music, Visual Arts, Theatre, Philosophy, Women's Studies
☑ Sharadha Sambasivan: Biology, Physical Sciences
☑ Carl Corry: Communication, Languages, Reading, TV/Radio/Film
☑ Meghan DeMayo-Dalen: Counseling, Cooperative Ed
✈ *vacant*: Engineering, Computer Science/Industrial Technology
☑ Emily Lauer: English
☑ Deb Provenzano: Library, Central
☑ Alexander Atwood: Math
☑ Marlene Kellner: Nursing, Health and Human Services, Physical Education
☑ Christina Bosco: Social Sciences, Behavioral Sciences

EC Reps: Eastern Full Time

✈ *vacant*: Library, Humanities, Counseling
☑ Nic Pestieau: Science, Math, Social Science, Business, Nursing, Culinary, Physical Education

EC Reps: Grant Full Time

☑ Eric Weinstein — Business, HVAC, CIS, Technology, Social Sciences
✈ *vacant* — Humanities
☑ Tara Fagan — Library, Counseling, Media
☑ Anabel Darini — Natural Sciences, Math
☑ Josh Wolfson — Nursing, Health Science, Physical Education, Vet Sci

EC Reps: PAs & Specialists Full Time

☑ Lisa Behnke: Programmatic
✈ Jonathan Sadowski: Instructional Labs
☑ Ed Champ: Technical Areas/Instructional Centers

EC Reps: Collegewide Adjuncts

✈ *vacant:* Business, Accounting, Communications, Telecom, Criminal Justice
✈ *vacant*: Counseling, Education, Freshman/College Seminar, and Professional Disciplines*
☑ David Price: English
✈ *vacant*: Foreign Languages, ESL, ASL, Reading, Library
☑ Steve Clark: Guild
☑ Dean Karahalis: Humanities, Arts, Music, Philosophy
✈ *vacant*: Math
☑ Jennifer Champagne: Physical Education, Health Sciences
✈ *vacant*: Nursing
✈ *vacant:* PAs/ Specialists in Skills Centers
✈ *vacant*: PAs/Specialists in Instructional Labs
✈ *vacant*: PAs/Specialists in Programmatic Areas
✈ Mary Griffin: Sciences
☑ Renee McClean*:* Social Sciences

* Professional disciplines are those that offer A.A.S. degrees or are more vocationally focused including Engineering, Automotive, Drafting, HVAC, Electrical Technology, Culinary, Interior Design, Fire Science

10 September 2026

Executive Council
Faculty Association Suffolk Community College
224J Southampton Building
533 College Road
Selden NY 11784

Dear Executive Committee colleagues:

It is with sincere regret that I must resign from serving as the secretary of the Faculty Association after 19 ½ years as a continually elected officer.

This is not a decision I've come to on my own. I've been left with no choice but to resign due to the conflict of interest created by my husband, Sean Tvelia, applying for and accepting the position of executive dean and chief operating officer of the Ammerman Campus, which is an exempt position (or management & confidential in NYS public employment law). I first became aware that this potential conflict might mean the end of my ability to continue as an elected FA officer in January but chose not to say anything to Sean. As his spouse, of course I certainly would never want to set up any obstacles that might prevent him from pursuing whatever professional opportunities he'd like, and I am convinced that the college is better served by having Sean in his current position than by having me continue as FA secretary.

This situation has not been easy for me, since I have been an active academic unionist for a quarter of a century and it's a core part of my identity. I got the "union bug" while a grad student at UMass Amherst and, at my first full-time teaching position from 1998 to 2003, I was active on the Mohawk Valley Community College Professional Association's negotiating team (specifically to help them develop their first ever contract provisions on distance education), edited their union newsletter *PAnorama*, and was elected vice president of that local before I moved to Long Island and started teaching at SCCC.

It was while at MVCC that I first met Sean. My local had sent me and the FA had sent Sean to the weeklong NYSUT/Cornell Leadership Institute in August 2001, and we kept in touch after the Leadership Institute reunion weekend in January 2002. Clearly, the union has played an important role not only in my professional life but also my personal life.

Upon starting at SCCC in fall 2004, I immediately became active in the FA under the guidance and mentorship of beloved FA President Ellen Schuler Mauk. I started writing for *The WORD* and was active on the community outreach committee, among other things, while I became acclimated to the college.

In June 2007, I was first elected as an FA officer in the role of adjunct coordinator, a position

I served in until January 2017. That wasn't easy since, during that time, the adjunct coordinator only had three hours of reassigned time while all other officers had six or more and because we were raising two children and I was still working on my dissertation and doing all the work needed for promotion, etc. It was only possible because I had such a strong, smart, kind president in Ellen and, of course, Sean was also a fellow FA officer at the time.

While I was FA adjunct coordinator, I was also very active in our state parent union, New York State United Teachers (NYSUT). From 2005 to 2008, I served as chair of the NYSUT Committee on Educational Technology after having been a member of that group from 2002 to 2005. From 2001 to 2013, I chaired the NYSUT Community College Distance Education Committee, overseeing biannual meetings of DE advocates from NYSUTaffiliated community colleges across the state (between 12-18 members) to prepare resolutions and recommendations about DE policy and contract provisions. As a result of my work leading the NYSUT CCDEC, in 2013 we published *Negotiating the Distance: Bargaining Contract and Policy Language for Community College Distance Education Programs*.

Also from 2010 to 2013, I was an invited guest columnist for the newsletter of our national parent union, the American Federation of Teachers, called *AFT On Campus*, writing a total of 15 columns on distance education. I also continued editing and writing for our local newsletter *The WORD*. In fall 2022 I counted that I had written 277 articles for *The WORD*, so that tally surely exceeds 300 articles at this point. Between 2009 and 2017, I received 28 NYSUT Journalism Competition awards for my contributions as well as 20 AFT Communications Competition awards.

In 2013, a lot changed in the FA after Ellen retired and again in 2018 after Sean resigned as the FA executive vice president. During that time, I had been encouraged several times to leave the FA and join the Guild of Administrative Officers—as a dean in what was then OIT (later CIP/CTL), and as chair of the humanities department at Eastern. Each time, I replied that I was flattered to be asked but I'm FA all the way.

In January 2017, I was elected to my current position of FA secretary and continued taking more and more work onto my shoulders as an officer. I am proud to say that I've done so for all these years without asking for a single extra dime or any more reassigned time. As always, I just keep showing up, putting my head down, and doing the work. I am including below a table that shows the official duties and responsibilities of the FA secretary on the left and, on the right, an overview of the above & beyond work I have done over the past decade on a strictly voluntary basis.

While FA secretary, I was honored to be nominated for and to receive recognition as a NYSUT Higher Ed Member of the Year in 2018. In 2021, I collaborated with Vice President Patty Munsch and Associate Vice President Christina Vargas, as well as our JEDI board, to create the JEDI Institute, for which I wrote and we received a $35,000 grant from AFT to support the good work of that group.

Finally, over the past two decades, I've given numerous presentations at the NYSUT Community College Conference as well as the AFT Higher Ed Conference and National Collective Bargaining Conference at Hunter College in the city, I've served on three NYSUT Local Action Project teams (2001-03 at MVCC and 2006-08 as well as 2022-24 with the FA), I served on the NYSUT Women's Committee from 2020-23, and more.

As you can see, I've been a union guy for a long time.

I've always been a person to do the work simply because the work needs to be done. And I've always tried my best to show up for my union, no matter what, because I believe our membership and SCCC both benefit from having a solid union working in the best interests of students and members.

It is with a heavy heart, then, that I share m*y* official resignation date as FA secretary is September 24, 2026, two weeks from today. I'd also like to document that my official resignation from the FA grievance and negotiations committees was formally accepted by the EC on Thursday, September 3.

In solidarity,

Cynthia Eaton

The Secretary shall:

1. Publish notices and agenda of all general membership and Executive Council meetings.

2. Record, correct, and keep in the Faculty Association office minutes of all general membership and Executive Council meetings.

3. Ensure, in collaboration with the Treasurer, that a current listing of the membership of the Faculty Association is maintained.

4. Chair the Elections Committee. (In the event that the Secretary is a candidate for election, the Elections Committee shall appoint an acting chairperson for the duration of the election.)

5. Serve on the Budget Committee.

6. Serve as a Trustee to the Faculty Association Benefit Fund.

Above & beyond:

1. **5 years** co-founder & organizer, JEDI Institute
2. **10 years** FA rep, college Distance Education Committee (co-chair since fall '22)
3. **9 years** Co-chair, sabbatical committee
4. **9 years** Co-chair, faculty development & retraining committee
5. **9 years** Organizer, annual retirement workshop
6. **19 years** Creator, annual FA/Guild wall calendar
7. **3 1/2 years** Google Groups manager (managing email lists for Exec Council, etc.)

7. Serve as a delegate to the NYSUT Representative Assembly and the AFT Convention.

8. Attend meetings of the Executive Council.

9. Perform other duties customary to the office or as assigned by the Executive Council.

8. **5 years** Active contributor to awards committee by making nominations & interviewing recipients for *The WORD*
9. **20+ years** Editor, *The WORD* (paid to be editor but also do extensive writing, research, photos, graphics, etc., with over 300 articles since 2004)
10. **3+ years** Member, FA Local Action Project (New Deal for Students, organizing professional development events)
11. De facto graphic designer for FA (creating flyers, journal ads, etc., and creating & managing all of our Google forms_
12. Assist with updating and revising FA website
13. Annual participant, Making Strides
14. Member, political action committee
15. Member, grievance committee