



## President's Corner

Last week, Ellen Mancuso (interim Legislative Chair) and I joined hundreds of other higher-education leaders in Albany for the NYSUT Higher Education Lobby Day. In response to Governor Hochul's proposed Executive Budget, NYSUT is advocating for a greater investment in our state's public higher education system. NYSUT's advocacy, the "[New Deal for Higher Education](#)" calls for a \$4.7 billion investment.

During a breakfast with legislators, NYSUT President Andy Pallotta said "New York state must reaffirm public higher education's role in our society by standing up for a just, inclusive and well-funded public higher education system. We can't fall into the trap of shifting the increasing costs of public higher education onto the backs of our students." Roberta Elins, President of the United College Employees of FIT, added "(t)he governor and legislature must increase supports for students attending community colleges and four-year campuses statewide. Our students have many needs, such as food insecurity. Wrap around services, like academic and mental health counseling are a must to ensure their academic success." Following the morning session, Ellen and I met individually with legislators from our area to impress upon them the importance of state funding support for MCC. We shared specific examples of the

### Faculty Council Spring Meeting Schedule

February 15; March 1, 15, 29, April 12, 26; May 10, 24; June 7

Faculty Council meetings are open to the FA membership. If you would like to attend a meeting, please contact Sonja at [slenhard@monroecc.edu](mailto:slenhard@monroecc.edu) or call x2019.

All meetings are on Wednesdays from 3:15 to 5:00 pm in room 3-115.

Please join us for the  
FA Lunch & Learn sessions.

**March 22: Promotion & Title Change**  
**April 12: Retirement**  
**May 3: TBD**

All sessions will be in the  
Empire room from 12-1pm.

If you have topic requests, please  
email us at  
[mccfa@mccfacultyassoc.org](mailto:mccfa@mccfacultyassoc.org)

## 2022-23 FACULTY COUNCIL OFFICERS



President, Bethany Gizzi; Professional Staff VP, Phil Oettinger; Teaching Faculty VP, Jennifer Hill; Secretary/Treasurer, Jim McKenna; Teaching Director, Gordon Dutter; Teaching Director, Liz Zion-Stratton; Professional Staff Director, Julie Slate; Professional Staff Director, Melissa Santiago; Adjunct Director, Diane Dinkins-Lourette; Adjunct Chair, Jeff Baker; Grievance Officer, Matt Hachee; Communications Chair, Judi Salsburg-Taylor; Legislative Chair, Ellen Mancuso (interim); Equity & Inclusion Officer, April Daniels; Membership Chair, Kevin French; Health & Safety Officer, David Lederhouse; Site Director, Christine Plumeri; Site Director, Bill Horton

President's Corner continued.....

needs of MCC students and how important the increased state funding will be to maintaining and improving the services and programs that MCC can offer. We were encouraged by the positive responses we received from our local legislators, however, we still need to ensure that our voices are heard and considered during the remaining budget negotiations. **We are asking that every FA member take a minute to add your voice to this call for increased funding for higher education.** You can easily do so at the NYSUT Member Action Center. Please follow this [link](#) to send a quick email to your local legislators.

In solidarity & with thanks,

*Bethany*

New York state must reaffirm public education's role in our society by standing up for a just, inclusive and well-funded higher education system. New York's public colleges and universities provide a world-class education to students, many of whom are low-income or middle-class. For too long, these institutions have achieved their missions on austerity budgets. We need to re-center our public colleges and universities as a public good. We need the **New Deal for Public Higher Education**.

We're asking leaders in our state to support the New Deal for Higher Education in New York, which is a \$4.7 billion investment in our future. This funding will ensure our public institutions have the aid needed to nurture the student body physically, mentally and emotionally; and that public higher education is accessible to all.

**Take action NOW at the NYSUT MAC! Urge legislators in Albany to support the New Deal for Higher Education in New York and invest \$4.7 billion in SUNY (including our three critical teaching hospitals), CUNY and community colleges!**

Without this critical funding, public higher education institutions in New York will have to keep plugging budget holes by reaching into the pockets of students and their families. The education and training available to students in public higher education creates economic mobility and reverses economic disparities. If our public higher education system is affordable and accessible to all, it can be a pillar of a more just world. (Source: NYSUT)



# Adjunct Action

## By Jeff Baker, Adjunct Chair

The new FA contract that started in September has some important provisions that apply to adjunct faculty. Here are the highlights:

1. Pay increases through 2027. The new contract provides for the following pay levels per contact hour:

Rank	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
Lecturer	1119	1150	1181	1217	1253
Instructor	1119	1150	1181	1217	1253
Assistant	1181	1213	1246	1284	1322
Associate	1254	1288	1323	1363	1404
Professor	1365	1402	1441	1484	1528

These are larger increases than in the past. Over the length of the contract, pay will increase by roughly 15%. The first increase went into effect for the Fall Semester of 2022. This adds to provisions in recent contracts that speed up service periods for promotion from five years to four years. The overall result is the ability to achieve substantially higher pay in a shorter period of time.

2. New provision on class cancellation: "If an adjunct class assignment is cancelled less than ten (10) working days prior to the start of the class, and if it is the first time that the adjunct faculty member has been appointed to teach the particular course, the adjunct faculty member will receive a payment of \$300 for the time spent preparing to teach the course."

Do you know about the benefits available to you through MCC and the FA? The Faculty Association is sponsoring this month a workshop about benefits for adjunct faculty. There will also be a workshop on promotions. These workshops are open only to current members of the Faculty Association. Watch for an announcement in the Daily Tribune or by e-mail from the FA.

If you have any questions about adjunct pay, benefits or issues, please contact Jeff Baker, Adjunct Chair, MCC Faculty Association at [jbaker2@monroecc.edu](mailto:jbaker2@monroecc.edu). If you prefer a non-MCC address, use [doctorb@frontiernet.net](mailto:doctorb@frontiernet.net). Please mention MCC FA in the subject line.



Connect with us on social media to get the latest news & updates:

Facebook: MCC Faculty Association (members only group)

Twitter: @MCCFacultyAssoc

Instagram: @mccfacultyassoc

FA website: [www.mccfacultyassoc.org](http://www.mccfacultyassoc.org)

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# Communications Corner

By Judi Salsburg Taylor, Communications Chair



What can radical colleguing look like with FA members?

I am so proud to be a member of a college community where student success is often at the front of everyone's minds. It is the one thing on which we can all agree. Our students have been through an unprecedented disruption in their lives—a global pandemic that consumed the majority of their high school experiences, civil unrest, a polarized national setting, personal grief and loss, and the deeply disturbing poverty and violence within the Rochester area. Indeed, we are working with a new generation of students we are still trying to understand and, thereby, better serve.

Along with these discussions, we need to keep in mind that we, as professionals and faculty, are also in new era of our working lives. Indeed, many of us face unfamiliar difficulties in the workplace—understaffed offices, painfully low morale, a college landscape that is somehow on pause mode and simultaneously undergoing broad transitions, to mention only a few challenges that come to mind—all leading to a deep sense of exhaustion. While working in a community college has never been easy, these days the task of helping students succeed can feel almost impossible. We can and must speak about these challenges and work toward elevating our human selves in order to better serve our students. In other words, let's reach for and put on our proverbial oxygen masks.

As professionals and union members, we are in a unique position to help ourselves by supporting our colleagues. Despite the enormous problems we face every day in our work lives, we can still choose to cultivate a culture in our union that is uplifting and enriching. This doesn't mean we all agree on everything (a near impossible task among academics) but in our interactions with one another, we can always choose to be civil, respectful, and kind. When we practice courtesy and compassion among ourselves, we help build the community we all crave. This sense of belonging and attention to our well being—our *souls*—can foster more satisfying relationships with each other and, in turn, bolster our care for students.

A recent article, [Agents of change: Modeling Two-Year College English Teachers' Change Resilience and Saturation during COVID and \(we hope\) Beyond](#), my colleague Emily Suh, et al, analyzes survey feedback from faculty. Responses point to the emotional and structural changes faculty have endured in the past few years--changes to teaching modalities, shifting approaches to student connections, ongoing fatigue, near-debilitating burnout--to mention only a few findings. Also apparent among faculty surveyed is the value of rich relationships among our professional peers and colleagues. This *radical colleguing* is identified as a core tenet of sustained, compassionate teaching and student service.

May our engagement in radical colleguing with each other be another benefit for FA members. We're all we've got!

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## A Message from your FA Health & Safety Director

Hello Fellow FA Members,

As your Health and Safety Director on the Faculty Council, I'd like to bring to your attention the value of learning life-saving CPR. Many of us who are Buffalo Bills football fans witnessed the on-field incident that happened during the Bills vs. Bengals game on January 2, 2023. During the game, Damar Hamlin went into cardiac arrest on the field. First responders used CPR when they were treating Damar. This incident made many of us realize how sudden a life-threatening condition can occur. Although we all hope to never have to use CPR, we all should do our best to be prepared. CPR is a great skill to know, builds your confidence, and gives you a tool that you can use to save a life!

In any emergency the first thing anyone should do is to call 911. On campus from any desk phone you can dial 2911. On your cellphone, of course, 911 is the number to use.

You can take CPR courses in person, if you prefer, for a modest fee. Or you can take a CPR course online for free. Courses are offered with certifications if required for your position here at the college.

To support your training in CPR, I have provided some links to the American Heart Association and Red Cross websites and an example of a free CPR course online. These are not endorsements, but they do give you an idea of what is available out there. As the saying goes "you get what you pay for." Free courses will vary greatly in content and quality.

<https://cpr.heart.org/en/>

<https://www.redcross.org/take-a-class/cpr>

<https://www.aedcpr.com/free-classes/>

I encourage FA members to take a CPR course. If you already know CPR, pass what you have learned along to your friends and colleagues.

In Solidarity,  
Dave Lederhouse

## Congratulations to Jennifer Hill, VP for Teaching Faculty, on her graduation from the NYSUT Leadership Institute!

Since 1997, the NYSUT Leadership Institute has prepared new and emerging union activists to assume greater leadership roles within their locals and the statewide union. Jennifer is pictured below receiving her certificate from NYSUT leaders.



Pictured left to right: Melinda Person, Executive & Political Director, Andy Pallotta, President, Jennifer Hill, MCCFA VP for Teaching Faculty, Jolene DiBrango, Executive Vice President, and Ron Gross, Second Vice President. Photos courtesy of NYSUT.



## **New York Yankees Teacher Appreciation Week 2023**

For the 2023 MLB season, the **New York Yankees** are offering six games in conjunction with **National Teacher Appreciation Week**. Discounted tickets are available to **all NYSUT members** along with their friends and families. Each ticket also comes with a hot dog, soft drink/beer, and a customized Yankees item.

### **Teacher Appreciation Games will be played on the following dates:**

**6/20 – NYY vs. SEA, 6/21 – NYY vs. SEA, 6/22 – NYY vs. SEA,**

**6/23 – NYY vs. TEX, 6/24 – NYY vs. TEX, 6/25 – NYY vs. TEX**

**\$85, \$70 – Field Level seats**

**\$55 – Second Level seats**

**\$45 – Third or Fourth Level seats**

Using this [LINK](#), once one of the six games is selected, you will be able to see which seating sections are offered at each price; you will also be able to see what the view of the section will look like by clicking

“**SEATMAP**” under each ticket option.

For any questions, please contact Tommy at [tsweeney@yankees.com](mailto:tsweeney@yankees.com).

## **Please Encourage your Students to Apply for the FA "Follow Your Dream" Scholarship**

The Faculty Association "Follow Your Dream" Scholarship Committee is now accepting applications for this scholarship.

Please share this link with your students: [Scholarship Application Link](#)

Requirements for applicants are listed on the application form.

**Applications are due Friday, March 31.**

The purpose of this scholarship is to provide a monetary award for students who, for example, may work multiple jobs, have overcome extraordinary obstacles, take care of children or aging parents, while still continuing to succeed academically at MCC.

Remember, donations can be made anytime to this scholarship.

Please email Sonja Lenhard ([slenhard@monroecc.edu](mailto:slenhard@monroecc.edu)) for more information.

Thanks for supporting student success!

# Check out all your union membership has to offer!

## LEGAL SERVICE PLAN

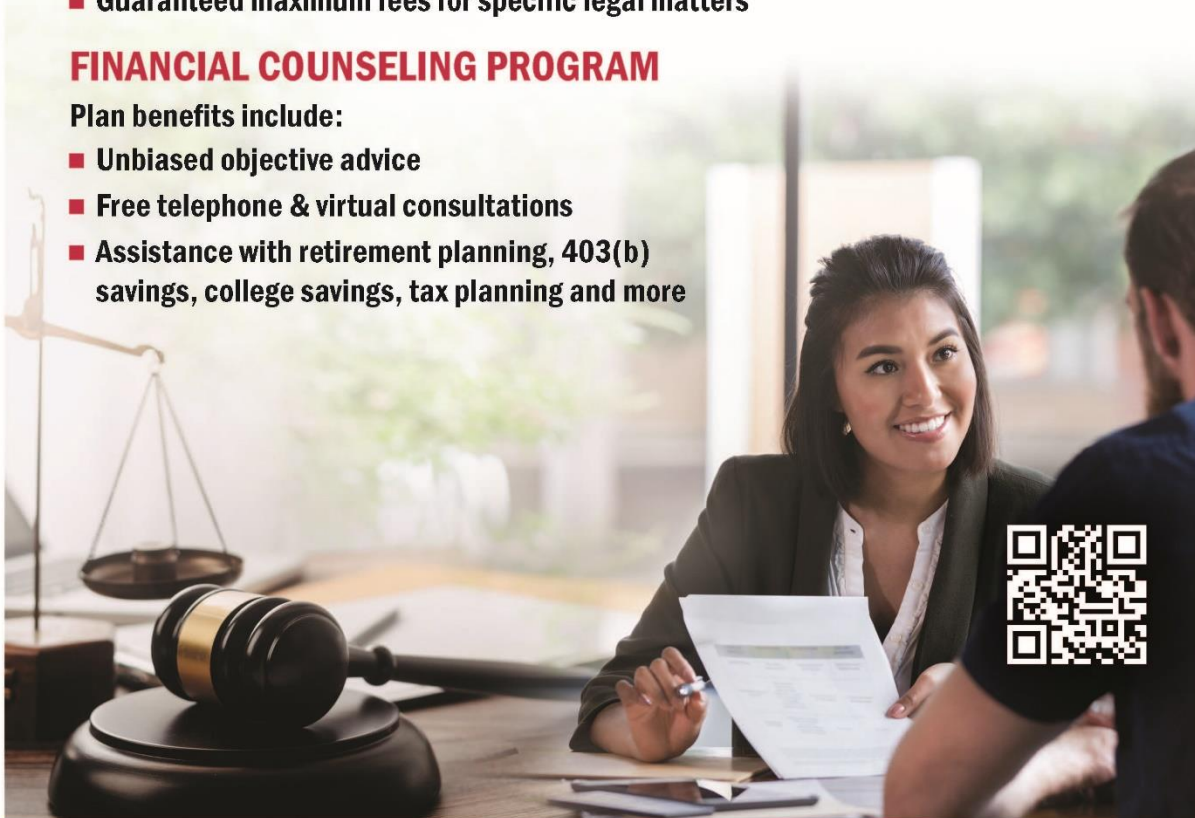
Plan benefits include:

- Crucial estate planning documents (a Simple Will, Health Care Proxy, Living Will & Durable Power of Attorney)
- Free telephone consultations
- Guaranteed maximum fees for specific legal matters

## FINANCIAL COUNSELING PROGRAM

Plan benefits include:

- Unbiased objective advice
- Free telephone & virtual consultations
- Assistance with retirement planning, 403(b) savings, college savings, tax planning and more



Learn more by scanning the QR code to the right,  
visiting [memberbenefits.nysut.org](https://memberbenefits.nysut.org)  
or calling **800-626-8101**.

For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits.

Jan-Feb 2023