



President's Corner

In this edition of FAN we are announcing the Faculty Council election schedule and the FC positions which will be elected this year. We are also sharing a previously published article about what it means to be a member of Faculty Council, and later this week we will host a Lunch & Learn to further discuss Faculty Council elections. If you couldn't tell, we want YOU to consider running for a Faculty Council position!

The union is successful only with the commitment and participation of our members, and that is even more true when it comes to our governing body, the Faculty Council. Serving on Faculty Council provides members with an opportunity to have direct involvement in the work and priorities of the FA. It also provides you with an opportunity for college wide leadership and engagement as you provide a service to your colleagues and to the College.

My career at MCC has largely been defined by my leadership in the FA. I was first elected to a position on Faculty Council over twenty years ago, when I was an adjunct. In the years that followed I transitioned to a full-time position and to a variety of different leadership

(continued on next page)

Remaining Faculty Council Meetings

April 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 or call x2019.

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

Upcoming FA Membership Meetings

May 9, 2:00 – 3:00pm
Brighton 8-200

May 10, 12:00 – 1:00pm
Zoom

Agenda and Zoom link will be sent to members prior to meetings.

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.....

positions on Faculty Council: Membership Chair, Grievance Chair, and Contract Administrator. In 2011, I was first elected as FA President. This spring I will complete my twelfth year as FA President and will run for my final two-year term.

I am incredibly proud of the work that I have done as an FA leader, and I am grateful to the FA membership for your support of me in this role. I am also deeply appreciative for the opportunities I have had for professional development and leadership through NYSUT and the AFT. Being a union leader has defined my career and has become part of my personal identity.

I hope to encourage and inspire others to become active members of the union movement, to provide an essential service to your colleagues, and to gain so much, personally and professionally, as leaders. I hope you will join us this week at the Lunch & Learn, but I also encourage you to reach out to me and to your other Faculty Council leaders to learn more about how you can become a leader within YOUR union.

In solidarity,

Bethany



Contract Dates for 10-Month FA Employees:

**2022-23 Academic Year:
August 29, 2022 – June 27, 2023**

**2023-24 Academic Year:
August 28, 2023 – June 26, 2024**

Please join us for the FA Lunch & Learn sessions:

April 12: Faculty Council Positions

May 3: Retirement

All sessions will be in the Empire room from 12-1pm & on Zoom:

Join Zoom Meeting:

<https://monroecommunity.zoom.us/j/81019713306?pwd=N2l2b2J3c3VBWUJPT3hmUGQwdVYyQT09>

Statement from Faculty Council in Support of our LGBTQIA+ Colleagues and Students

While it is always important and necessary to ensure policies, procedures, and practices that promote and ensure a sense of belonging for all members of our community, regardless of current events or climates, it is particularly important to emphasize this now in light of anti-trans legislation and incidents of hate and violence throughout the country, as well as the politicized attacks on public education and academic freedom. As such, in solidarity with members of our LGBTQIA+ community, the Faculty Council of the MCC Faculty Association unequivocally affirms its unwavering support of our LGBTQIA+ students, employees, and broader community and reaffirms our commitment to defend academic freedom and prohibit discrimination. We will work to ensure that MCC is a safe and inclusive environment for all students and employees.

- Faculty Council would like to strongly encourage our colleagues at every level to share their pronouns on zoom and in their email signatures.
- Faculty Council encourages inclusive written language, avoiding gendered language, in internal communications, personal notes and emails, announcements, forms, surveys, job ads, and so forth. This includes using “they/their/them” as standard practice for pronoun usage.
- Faculty Council encourages, as standard practice, that name tags at events will display correct pronouns listed when name tags are preprinted.

Join a forum for LGBTQ educators and allies by visiting the NYSUT LGBTQ Task Force Facebook: <https://www.facebook.com/pages/LGBTQ-Educators-of-New-York/459376014128880>

Link providing instruction for changing pronouns in Zoom: <https://support.zoom.us/hc/en-us/articles/4402698027533-Adding-and-sharing-your-pronouns>

Link explaining benefit of sharing pronouns: <https://medium.com/gender-inclusivit/why-i-put-pronouns-on-my-email-signature-and-linkedin-profile-and-you-should-too-d3dc942c8743>

Safe Zone training will be offered during the Faculty Senate PD week.
We encourage all FA members to become Safe Zone trained.

Share Your Story with NYSUT for LGBTQ+ Pride Month!

Why is Pride Month significant to you? Have you or a loved one had an experience relevant to the history of Pride Month or the LGBTQ+ rights movement? If you are a NYSUT member and have a story to tell, we want to hear it! All month long, NYSUT will highlight stories and resources as we stand in solidarity against discrimination.

Learn more & share your story here: <https://www.nysut.org/resources/special-resources/sites/for-the-record>



Faculty Council 2023 Election Schedule

- **April 14** - Nominations Open (e-mail Sonja your nominations by May 10 to: slenhard@monroecc.edu)
- **May 9 & 10** - FA Membership Meetings (Nominations will close at the end of May 10 meeting)
- **May 12** - Candidate statements due
- **May 19** - Candidate statements are published in FAN
- **May 22** – Absentee ballots e-mailed to members
- **May 30 & 31** – In person balloting takes place, absentee ballots due by 2pm on May 31

The following Faculty Council positions will be elected this year. Nominations are also open for the delegates to the spring 2024 NYSUT Representative Assembly. Please refer to the article in this FAN and the FA Bylaws for responsibilities of the Faculty Council Officers. You may submit your name, or with their permission, names of colleagues. Contact Sonja Lenhard or Bethany Gizzi with questions.

**PLEASE NOTE: Faculty Council meets every other Wednesday from 3:15 -5:00 p.m.
Please be aware of this time commitment when running for office.**

<i>Term</i>	<i>Office Position</i>	<i>Nominee(s)</i>	<i>Term of Office</i>
2 Years	President		2023 - 2025
2 Years	VP for Professional Staff		2023 - 2025
2 Years	VP for Teaching Faculty		2023 - 2025
2 Years	Diversity & Inclusion Chair		2023 - 2025
2 Years	Teaching Director		2023 - 2025
2 Years	Professional Staff Director		2023 - 2025
2 Years	Downtown Site Director		2023 - 2025
2 Years	Adjunct Chair		2023 - 2025
2 Years	Secretary/Treasurer		2023 - 2025
* 1 Year	Legislative Chair		2023 - 2024
Spring 2024	Delegates to the **NYSUT RA		

*Special 1 Year term

**The NYSUT Representative Assembly is held annually. Delegates to the Representative Assembly consider proposed amendments to the NYSUT Constitution and Bylaws, resolutions and other business.

Officers with Terms 2022-2024

Grievance Chair	Matt Hachee
Teaching Director	Gordon Dutter
Professional Staff Director	Julie Slate
Site Director	Bill Horton
Membership Chair	Kevin French
Communications Chair	Judi Salsburg Taylor
Health Safety Chair	David Lederhouse
Adjunct Director	Diane Dinkins-Lourette

What Does It Mean to Be a Member of Faculty Council?

Faculty Council is the governing body of the FA. According to our FA By-Laws and Constitution, Faculty Council carries on the general business and formulates the policies of the FA, approves the budget and dues structure for submission to the members, appoints the Negotiating Team, authorizes decisions to proceed to arbitration, communicates with the general membership through the Faculty Association Newsletter (FAN), website, and email, appoints ad hoc committees, receive all reports and reviews all policy recommendations of committees, takes action on recommendations brought by the membership, holds regular meetings which are publicized and open to all Faculty Association members, and reports on negotiations to the general membership. Faculty Council officers are elected to two-year terms and meet bi-weekly on Wednesday afternoons during both the fall and spring semesters.

Members of Faculty Council serve as representatives of the general FA membership. The two Teaching Directors are the liaisons of teaching faculty, and the two Professional Staff Directors are the liaisons for the professional staff. Adjunct members are represented by both the Adjunct Director and the Adjunct Chair, who serves as the chair of the Adjunct Committee. Additional committee chairs include the Membership Chair, the Legislative Chair, and the Communications Chair. The Membership Chair is responsible for coordinating member outreach and engagement, the Communications Chair is responsible for assisting with membership communications (FAN, FA website & social media), and the Legislative Chair coordinates the Legislative Committee's endorsement process, lobbying for community college funding, and other local political efforts. The Diversity & Inclusion Director serves as a liaison between the FA and other campus DEI efforts and committees. The Health & Safety Director has a similar liaison responsibility related to health and safety issues on campus. The Site Directors serve as representatives of the FA membership at the downtown campus, Applied Technology center, and PSTF. The Grievance Officer coordinates grievance and arbitration efforts and serves as a member of the Executive Committee. Other members of the Executive Committee include the Secretary/Treasurer and the Vice Presidents for Teaching Faculty and Professional Staff. All Faculty Council members are knowledgeable about the contract and can provide general information and guidance to FA members.

Additional information about the roles and responsibilities of the FA officers and Faculty Council leaders can be found in the FA By-Laws.

If you have questions about any of the FC positions, or committees, please reach out to any of the current Faculty Council leaders. We are always looking for additional members of the FA committees and we want to encourage your active involvement and participation in your union!



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

Adjunct Action

By Jeff Baker, Adjunct Chair

Faculty Association Workshops for Adjunct Faculty

April 25th - Unemployment Insurance (Open to FA Members Only)

May 2nd - Promotion for Adjunct Faculty (Open to FA Members Only)

May 9th - Benefits for Adjunct Faculty (Open to All Adjunct Faculty)

All workshops will be on Zoom & will start at 6 PM.
Pre-registration is required.

Please send your registration request from your MCC e-mail account including your name and department to: box100@post.com
Use subject line: Register. Be sure to specify which workshop or workshops you wish to attend.
Registration Deadline is one week before the scheduled date of each workshop.

What Does the Contract Say About Commencement?

Honors convocation and commencement are listed in Section J of **Article 47: Workload for Teaching Faculty**. Teaching faculty are contractually required to attend both convocation and commencement. If absent, teaching faculty are expected to use sick or personal time for these events.

Professional staff, however, are NOT contractually required to attend these events. Although professional staff are welcomed and encouraged to attend in support of our students, if absent, professional staff do NOT need to use personal, vacation, or sick time for these events.

Both convocation and commencement will be wonderful opportunities to celebrate the many accomplishments of our students. They are also opportunities to acknowledge and appreciate the work of FA members and MCC employees. Thank you to all MCC employees who work in some way to support or coordinate these events and thank you all for the work you do every day to support our students!

CHECK OUT ALL YOUR UNION MEMBERSHIP HAS TO OFFER!

When you're planning for the future, what's at the top of your list?

- A comfortable nest egg for retirement
- Providing for your family
- Purchasing a new home
- Home improvement
- Purchasing a new vehicle
- Travel and entertainment

NYSUT Member Benefits offers dozens of endorsed programs to help turn those dreams into reality.

When it comes to saving you money, protecting your family and helping you plan for the future, NYSUT Member Benefits has a variety of programs and services to help with your goals. Whether you are just starting out on your journey, well into your career or enjoying a well-deserved retirement, there is a Member Benefits-endorsed plan that may be of assistance featuring value-added extras unavailable to the public.

Get started by first bookmarking the Member Benefits website at memberbenefits.nysut.org. There, you will find numerous tools and resources available to you as a NYSUT member – including a **Financial Learning Center** with articles designed to help educate you on financial decisions and topics. Member Benefits also endorses important **legal and financial services** along with an **online savings program** featuring some of today's most competitive interest rates.

Next up would be looking in the “Shopping, Travel & Personal” section of our site for **MB Discounts & Deals**. This program utilizes the nation's largest private discount network to provide NYSUT members with exclusive access to savings of up to 50% on restaurant dine-in or take out, groceries and food delivery, clothing and shoes, hotels and flights, car rentals, theme parks, vehicle maintenance, and much more.



Learn more by scanning the QR code to the left, visiting memberbenefits.nysut.org or calling 800-626-8101.



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

Mar-Apr 2023