

Broome Community College
Representative Council Meeting- Approved Minutes
April 18, 2018
Business Building Room 111, 2:00 PM

Members Present: Dave Michalak, Tera Doty-Blance (also Alternate for Amanda Hollister), Howard Streby, Suzanne Hickok, Brian Loy, Anne Uncapher-Haner (Alternate for Meghan McGuinness) Suzanne Shepard, Joe Spence, Paul Cartie, Joan Lubar, Ed Evans, Rob Woods

Absent: Alice Caroompas, Fred Loveland, Tom Grace, Jason Smith, Jason De Trani, Judi Dzuba, Regina Eckert, Christine Duffy-Webb

Excused: Amanda Hollister, Meghan McGuinness

Meeting Called to Order: 2:08 PM

New Business:

1.0 Minutes and Committee Reports:

1.1 Approval of Rep Council Minutes from 3/14/18

- a. Motion to approve: Paul C.
 - 1.1.a.1 Second: Howard S. Approved

1.2 Negotiation Resource Committee: H. Streby

- a. Howard is stepping down as the committee chair and two members are interested.
 - 1.2.a.1 Rep Council voted via secret ballot
 - 1.2.a.1.1 Congratulations to Kennie Leet

1.3 Organizing Committee: S. Shepard

- a. Signing Parties
 - 1.3.a.1 April 19th – Last party for the year
 - 1.3.a.1.1 Shirts and bags ready for distribution
 - 1.3.a.1.2 Paul Cartie has extra pins, will bring to the party.
- b. Promotion & Appointment Site
 - 1.3.b.1.1 Suzanne S wants to reconstitute the committee for a meeting in May
 - 1.3.b.1.1.1 Suzanne S will invite Susan Seibold-Simpson to join the committee
 - 1.3.b.1.1.2 Anne H, Howard S, David Z and Tera D also volunteered

1.4 Adjunct Committee: S. Hickok

- a. Committee will meet next week (4/25/18)
 - 1.4.a.1 New adjunct reps will be invited to the meeting

2.0 Treasurer's Report: R. Woods

- 2.1 Dental is all paid up
- 2.2 It's time for the audit, Rob will form the committee
- 2.3

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3.0 Secretary's Report: T. Doty-Blance

- 3.1 No Membership Update since we will have final totals at tomorrow's (4/19) signing party
- 3.2 Rep Council Elections
 - a. Ballots sent by email, based on constituency
 - b. Will ask for one or two people to be on the committee and tabulate results.
- 3.3 Online Course Evaluation Tool (SurveyDIG) as an option for Face to Face class evaluations
 - a. Recommendation coming out of Shared Governance CAI
 - b. Dave proposes that a committee is formed to look at the survey to see if it needs to be modified or if we can take the face to face form and put it online
 - 3.3.b.1 Suzanne S asked why do they want this now?
 - 3.3.b.2 Howard reaffirmed that we should look at the form and confirm that it is the same as what is used in the classroom
 - 3.3.b.3 Ed asked if the same platform (SurveyDig) would be used for both online and face to face – Yes
 - 3.3.b.4 Tera asked if the data would be aggregated and used for purposes other than faculty appointment/promotion
 - 3.3.b.5 Suzanne S stated that faculty would get a higher response rate in class. Usually more positive ones as well
 - 3.3.b.6 Paul, Tera, Suzanne S, and Suzanne H volunteered for the committee

4.0 Vice President's Report: D. Michalak for F. Loveland

- 4.1 Faculty Member has been put on administrative leave
 - a. As procedure, the faculty member has their salary maintained and everything else (benefits, etc).
 - 4.1.a.1 If someone is teaching extra, like the summer, and this leave continued through the summer, and those classes run, that person would get paid even if they're on leave.
 - b. Brian L – what is the standard to make admin do that?
 - 4.1.b.1.1 In general, the litmus test is whether the person is some kind of threat. That's one criteria. Another is if there is a complaint. Recently, it was a title nine complaint that prompted a leave of absence with pay. Legally, a person has to be held harmless when it comes to salary and benefits. That's why we discuss this with the administration as a follow-up.
 - 4.1.b.2 Brian L – is it the law? Yes, the Taylor Law is followed. If discipline/ removal was involved our contract must be followed and becomes the legal procedure.
 - 4.1.b.3 Article 45 – No one shall be removed from class without due process, meeting with chair, dean, and grievance VP.
 - 4.1.b.3.1 We enforced the contract that was violated, but this does not change the outcome in this case.

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- 4.1.b.3.1.1 The Administration was put on notice for future incidents.
- 4.1.b.4 Ed – was there any explanation in the meeting that was held about the nature of why they did what they did. Dave – only in the terms of the complaint. No details.
 - 4.1.b.4.1 Brian – how long can they do this? Dave – the college will have to decide what action will be taken. If they decide to press a formal charge, Article 45 will be followed. That hasn't happened yet
- 4.1.b.5 Ed – Theoretically, Title nine, isn't there a provision on answering in a timely manner? Dave – Don't know if 'timely fashion' is defined
- 4.1.b.6 Joe – We won't know, they could take as long as they want
- 4.1.b.7 Suzanne S – This is ironic, considering what happened to Tred. It took 2-3 years
- c. Dave - Admin has to make a decision where to move this, if they want someone fired, it becomes a legal case. It's an arbitration hearing with a judge whose decision is binding.
 - 4.1.c.1 Ed – is this a strategic hit? Dave – we don't know
Suzanne – If it was calculated, it was a miscalculation of the strength of the union. If they are up to something, it's going to fail.

5.0 President's Report: D. Michalak

- 5.1 Promotion – Draft Document
 - 5.1.a.1 Self evaluations are required once per academic year
 - 5.1.a.1.1 If the chair is the one going for promotion the P&A would write the recommendation, addressed to the Dean. Peer evaluation for the chair would still need to be done.
 - 5.1.a.1.2 Dave will rewrite, send to rep council again, before sending forward. Motion: Howard
 - 5.1.a.1.3 Second: Paul Approved
- 5.2 Negotiations Update
 - a. Sending an update to all FA members next week
 - b. We're on schedule and making progress and just started on the administration's proposal
- 5.3 Reminder of Chairs & Coordinators Meeting with Administration on 4/26/18
 - a. Paul asked what the response was to Timmy Bremer's email
 - 5.3.a.1 That is part of why we are having this meeting.
 - 5.3.a.2 This is a meeting of great importance.

Motion to adjourn: Ed E, Seconded: Howard S
Meeting Adjourned: 2:58 PM

Next Meeting: April 30, 2018 at 11AM in B111

Respectfully submitted,

Tera Doty-Blance

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FA Secretary