



Faculty Association Suffolk Community College Executive Council APPROVED MINUTES

Date: Thursday, December 12, 2024
Time: 3:45 pm
Location: via Zoom

1. Approval of Minutes from November 14, 2024, EC Meeting

- **D. Morelli:** Meeting called to order at 3:46 pm. Are there any corrections to the November minutes? None.
 - ➔ Motion to approve November 14 minutes made by E. Lauer and seconded. Motion is approved 18/0/6.

Secretary's note: Five EC reps entered meeting after this vote.

2. Welcome New EC Reps

- **D. Morelli:** Welcome to our new EC rep Ed Champ, who is a specialist II in Enterprise Applications. Ed will be representing full-time PAs and specialists in technical areas and instructional centers. Thank you for joining us!

Also welcome to incoming adjunct EC rep Renee McClean. Renee is an historian, and we are glad to have you join us.

3. EC Restructuring Task Force

- **C. Eaton:** Based on our conversations from the spring and as approved at our September EC meeting, our EC restructuring task force has been meeting all semester. The group consists of EC reps John Capurso, Jen Champagne, Brian DeMasi, Deb Provenzano, Mary Sierra, Eric Weinstein, and me as an *ex officio* member. I'm thankful to them for being so wonderful to work with, as we kept revising and trying different permutations of this proposal.

The group's charge was to 1) subdivide the EC constituencies that have grown too large, 2) address the constituencies that have grown too small as the college continues contracting, and 3) address size differences among constituencies to make your workloads more equitable.

In terms of process, we are proposing a Constitutional revision, since Article IV of the [FA Constitution](#) specifies the membership of the EC, including each constituency. To amend the Constitution, the process first requires discussion and approval by 2/3 of the EC (FA Constitution Article VI.A.1), which we are doing today. Should you approve, then it needs to go

before the entire membership for consideration. We would include the proposal in the election ballot mailing as we have done in the past to save on distribution costs. Should 2/3 of the membership approve (FA Constitution Article VI.B), our Constitution is amended. Then we would run special elections (Election Procedures Article XI) in fall 2025 in any constituencies that are either new or have had disciplines/groups added.

For an overall perspective, the proposal we are making would have the following impact, and please note that the 40% needed for quorum (16 reps) would remain unchanged:

- o Current EC is 22 full-time reps + 13 adjunct reps + 6 officers = 41 total
- o Proposed EC would be 20 full-time reps + 14 adjunct reps + 6 officers = 40 total.

Proposed constituency changes for full-time representatives:

1. Combine full-time Ammerman business, accounting, and legal with full-time Ammerman art, music, theater, philosophy, and women's studies
2. Combine full-time Grant business, accounting, HVAC, computer information systems, and technology with full-time Grant social sciences
3. Remove ETU coordinator from full-time Grant business, accounting, HVAC, computer information systems, and technology and add to full-time Grant counseling, library, and media
4. Add automotive to full-time Grant business, accounting, HVAC, computer information systems, and technology

Proposed constituency changes for adjunct representatives:

5. Subdivide adjuncts in nursing, health science, and physical education into
 - a. Adjuncts in nursing
 - b. Adjuncts in health science and physical education
6. Subdivide Guild, retirees, and adjunct PAs & specialists in programmatic areas into
 - a. Guild
 - b. Adjunct PAs & specialists in programmatic areas
 - c. Place all retirees who work as adjuncts into their original disciplines; e.g., if a math professor retires and continues teaching as an adjunct, they would be placed in the adjuncts in mathematics constituency
7. Remove adjuncts in library from adjuncts in culinary, library, fire science, electrical tech, drafting, and interior design and place adjunct librarians with adjuncts in foreign language, ESL, ASL, and reading
8. Remove adjuncts in criminal justice from adjuncts in social sciences and place them with adjuncts in business, accounting, communication, and telecom

9. Remove adjuncts in engineering and automotive from adjuncts in sciences, engineering, and automotive and place them with adjuncts in culinary, library, fire science, electrical tech, drafting, and interior design
10. Rename adjuncts in culinary, library, fire science, electrical tech, drafting, interior design, HVAC, engineering, and automotive as adjuncts in “professional disciplines”
11. Combine adjuncts in professional disciplines with adjuncts in counseling, education, and college and freshman seminar.

Current EC Constituencies	Proposed EC Constituencies
Full-time faculty at Ammerman	
1. Accounting, Business Admin, Business Info Sys, Legal Studies	1. Accounting, Business, Legal, Music, Visual Arts, Theater, Philosophy, Women's Studies
2. Music, Visual Arts, Theater, Philosophy, Women's Studies	
3. Library, Central	2. Library, Central
4. Social Sciences, Behavioral Sciences, Criminal Justice	3. Social Sciences, Behavioral Sciences, Criminal Justice
5. English	4. English
6. Nursing, Health & Human Services, Physical Education	5. Nursing, Health & Human Services, Physical Education
7. Biology and Physical Sciences	6. Biology and Physical Sciences
8. Counseling	7. Counseling
9. Engineering, Computer Science, Industrial Technology	8. Engineering, Computer Science, Industrial Technology
10. Mathematics	9. Mathematics
11. Communication, Languages, Reading, TV/Radio/Film	10. Communication, Languages, Reading, TV/Radio/Film
Full-time faculty at Grant	
12. Business, HVAC, Computer Info Systems, Technology, ETU Coordinator	11. Business, HVAC, Computer Info Systems, Technology, Social Sciences
13. Social Sciences	
14. Nursing, Health Science, PE, Veterinary Science	12. Nursing, Health Science, PE, Veterinary Science
15. Library, Counseling, Media	13. Library, Counseling, Media, ETU Coordinator
16. Natural Sciences and Math	14. Natural Sciences and Math
17. Humanities	15. Humanities
Full-time faculty at Eastern	
18. Science, Math, Social Science, Business, Nursing, Culinary, Physical Education	16. Science, Math, Social Science, Business, Nursing, Culinary, Physical Education
19. Library, Humanities, Counseling	17. Library, Humanities, Counseling
Full-time PAs and Specialists (college-wide)	
20. Programmatic	18. Programmatic
21. Instructional Labs	19. Instructional Labs

22. Technical Areas and Instructional Centers Adjunct Representatives (college-wide)	20. Technical Areas and Instructional Centers
23. PAs & Specialists - Skills Centers	21. PAs & Specialists - Skills Centers
24. PAs & Specialists - Instructional Labs	22. PAs & Specialists - Instructional Labs
25. English	23. English
26. Humanities	24. Humanities
27. Math	25. Math
28. Social Sciences	26. Social Sciences
29. Business, Accounting, Communication, Telecom	27. Business, Accounting, Communication, Telecom, Criminal Justice
30. Counseling, Education, Freshmen & College Seminar	28. Counseling, Education, Freshmen & College Seminar, and Professional Disciplines*
31. Sciences, Engineering, Automotive	29. Sciences
32. Foreign Languages, ESL, ASL, Reading	30. Foreign Languages, ESL, ASL, Reading, Library
33. Culinary, Fire Science, Library, Electrical Tech, Drafting, Interior Design	31. Guild
34. Retiree**, Guild, PAs & Specialists – Programmatic	32. PAs & Specialists – Programmatic Areas
35. Nursing, Health Science, and Physical Ed	33. Nursing
	34. Health Science and Physical Ed
* Professional disciplines are those that offer A.A.S. degrees or are more vocational focused, including culinary, interior design, fire science, electrical tech, engineering, drafting, HVAC, and automotive	
** Retirees who work as adjuncts will be placed into their original disciplines; e.g., if a math professor retires and continues teaching as an adjunct, they would be placed in the adjuncts in mathematics constituency	

- Any questions?

Is cybersecurity included in in the technology areas? Yes.

Because the Grant automotive program is currently before Suffolk County Legislature, can we add that to the constituency list since it will likely be approved shortly? Yes, I will make that emendation to the proposal before you by adding automotive to #11 in the proposed constituency list in the right column above.

→ Motion to approve proposed EC restructure as amended to add automotive at Grant made by D. Handel and seconded. Motion is approved 28/0/1.

4. Beacon Update

- **C. Brewer:** We have a labor-management committee on Beacon and a working group focused on mentoring. We have two faculty on the committee who have been doing good work as Beacon mentors and sharing their experiences. We've been focusing on mentoring handbook

which was very outdated; Cynthia has worked on that with Lisa Calla and will present it to working group. We are also working on redefining the roles of mentors because that is where we can make some positive changes. Questions?

Can we get numbers on Beacon to help balance out the perception that it is all terrible? Yes, we can look into that. There is a range of experiences across high schools and across disciplines, in addition to how it differs teacher to teacher.

First, I think [Courtney's article in *The WORD*](#) is a great entry point into the whole discussion, and I shared it with a lot of people. Math is a sizeable portion of the Beacon offerings so can math be represented in these groups? The focus of these groups is at a macro level, focused on adherence to the contract and the logistics of Beacon, e.g., the roles and responsibilities of mentors. Discipline concerns don't come up because we're working to make things fair and equitable among all disciplines. Once done, individual departments can operate within those standards, those policies and practices, as appropriate to the discipline.

5. Election Committee Membership

- **C. Eaton:** In yesterday's *WORD*, I included [an article about election committee membership](#). This committee runs elections and counts ballots. In all odd-numbered years, since all of the officer, delegate, and half of the EC positions are up for election, there are always more ballots to be counted. The more people we have counting ballots, the faster it goes. In spring 2023, I wasn't on the committee because I was running for secretary, but the acting chairperson told me that only four people showed up to count ballots, and of those one left early to attend a luncheon, which made it harder for the three intrepid ballot counters remaining.

We *cannot* have that happen again—it's not fair to the ballot counters—so we need more committee members who will absolutely show up and help. If [you are elected in even-numbered years](#) you can help out, and if you could encourage colleagues to join that would be immensely appreciated. Ballot counting is typically the first Friday in May.

6. EC Rep Issues

- **D. Morelli:** Before addressing new EC rep issues, here's a follow up from EC rep issues raised during last month's meeting:
 - I did a building tour of Huntington Library the other day and didn't see the reported issues at that time. However, I know part of the concern was about when it rains so I can go again at another time.
 - I also visited the Nesconset Building yesterday at 5:15 pm. It seemed okay at that time. There was a concern about a bump in the floor, and I saw a spot with industrial tape over the tiles, but not sure if that was the concern? There are lights out in the parking lot on the Crooked Hill Road side, so an environmental health and safety (EHS) ticket should be entered for that. Remember, as noted at our last meeting, there was a College Brief sent on October 30 with information about the EHS ticketing system, and other issues can be addressed using School Dude (your department admin assistants should have access to that system).

- We held a meeting with nearly all of our members in counseling in a Sufflex room, so most were in the room but others joined on Zoom. It was a long, robust conversation and we continue to encourage college administration to interact more with that group with regard to their concerns.
- An adjunct is asking when the seniority list for adjuncts will be accessible online and, until it comes online, the print copy doesn't seem to be in the deans' offices yet? The online system is still being developed, and we do not know when that will be completed. The paper copies do not usually go to the deans' offices until late December or early January, but we'll follow up with Dean Gherardi's office.

7. Officers Reports

President Dante Morelli reports the following:

- Full-time members should have received a new card for EMHP healthcare plan, and coverage starts on January 1. [Learn more about EMHP on our website](#). On the EMHP committee, I represent the FA and Sean Tvelia, who represents the Guild, is the co-chair, and the group really does work hard to try to keep costs down. The GLP-1 medications (Ozempic, Wegovy, Mounjauro) have been causing significant cost increases to the plan, so we have had to make changes to better manage those costs. If you use GLP-1 medicines, pay close attention to the changes. Questions? One piece of advice is let members know to *not* cut up their current EMHP cards; hold onto those because the new cards aren't effective until January 1.
- Our lobbying and advocacy efforts are going to kick up in the spring, so watch for those, particularly at PDD. We're [grateful to governance for passing an FCCC resolution on full funding](#).
- We had three faculty up for continuing appointment and thrilled that all three received it. Also receiving a lot of reappointment letters for those who haven't yet received continuing appointment, and administration is actually ahead of the deadline on those which is great.
- A full-time line in philosophy had been offered to a person out of state who had to defer acceptance. The college has stopped offering that person deferments, and we were afraid that the line would be pulled. However, admin did not—and it is being filled by one of our current adjunct members, so we also thrilled about that.
- The Suffolk County Legislature's education and diversity committee has passed funding for the automotive building at Grant, and next it will be up for a vote at the full legislature.
- Please mark your calendars now for a very important date in the spring: Friday, April 11. This will be our spring FA luncheon to honor and celebrate our FA leaders and activists—which of course includes all of you—as well as our retirees, new members, and member excellence award winners so save the date now. The event is invite only this year.

Executive Vice President Courtney Brewer reports the following:

- For promotions, CPC rep meetings are winding down. There have been a lot of them, and our last meeting will be on December 19. Thank you again to all of our CPC rep volunteers! We are grateful when members volunteer to help their colleagues like this, especially for something as important as promotion. Meetings are going well. We have a total of 26 members up for promotion, the bulk of which are at the Eastern Campus.
- I reported on the Beacon labor-management committee earlier. Please [review *The WORD* article](#) mostly because it is important for people to understand the big picture about dual enrollment.
- We currently have another labor-management committee, on the requirements for culinary faculty promotions. That's not a big department, but the promotion criteria are fairly convoluted since they have different certifications, continuing education credits, culinary event hours, etc. So the group is working hard to clear that up for future faculty in the promotion process.

Secretary Cynthia Eaton reports the following:

- I've already reported on the big project, which has been the EC restructuring task force, as well as the [need for more elections committee members](#).
- Please [read the December issue of *The WORD*](#) if you haven't had a chance yet.
- The sabbatical committee will be meeting on Wednesday, December 18, at 11 am, and it seems we may have only about six applications this year.

President Dante Morelli reports the following on behalf of Treasurer Pete DiGregorio:

- Apologies for erroneous November treasurer report: the first had an error so refer to the corrected version. Expenses in office capital line reflect that stipends were paid on November 1, and negative amount in membership services is due to an event reimbursement. There's one VOTE-COPE expenditure, and none in grants.
- Membership numbers: 388 full-time and 0 nonmembers, 918 adjunct members and 139 nonmembers. We anticipate about 7 retirements in January and hope some lines on the college employment webpage will be filled.
- Other updates/reminders: Benefit Fund forensic audit scheduled for this week, our Chase CD will be renewed at the highest APY, adjunct dues complete as of today except for a few late starts, and final Board of Elections filing was done on November 25.

Grievance Officer Kevin McCoy reports the following:

- Of the three continuing appointments mentioned earlier, one did not receive it two years ago. There had been a violation, however, so we filed a grievance and got that individual another year. We're very happy now they've received continuing appointment because it took a lot of hard work. It's a win for that faculty member but also for the FA.
- Advocated for one adjunct member who was removed from seniority list, and they were given one more semester.

- Another adjunct member was recently removed from seniority list, but we think they should not have been; we fear the FA may have been deliberately left out of the process so we're pursuing that.
 - There has been a religious observation policy issue; how the policy should be applied for faculty, especially adjunct members, hasn't been communicated well so working on that.
 - There was an issue with a member regarding their N days, but those were reinstated.
 - There have been a significant number of student complaints so addressing those with administration, plus there is a concern about a possible work violation.
- **Adjunct Coordinator Kim Ng Southard reports the following:**
 - Adjunct assignments have been posted, so I'm answering a lot of questions about seniority, ranks, whether individuals are junior or senior to others, the assignment process itself, and observations.
 - Recently I served again as a peer observer for an adjunct colleague; it was a great class, and I enjoy learning a lot from our adjunct members.
 - Addressing a concern about an evaluation with the adjunct member, their chair, and a fellow FA officer, so we will continue working to resolve that issue.
 - An adjunct colleague is out sick, and we are trying to see if they are eligible for the newly negotiated compassionate leave provision; we need to get more information but they are in intensive care and we know they missed at least four classes so it sounds eligible (has to be deemed "catastrophic") to us.
 - Right before Thanksgiving, I was busy helping adjunct members get their Vector training in on time; a few were unable to, though, so I'm working to see what we can do for those members.

8. Unfinished Business

- None at this time.

8. New Business

- **D. Morelli:** This has been a hard semester, addressing a lot of concerns. Students have greater needs than ever, and things are hectic. Please know that we appreciate everything you do on behalf of our members and our students. Have a terrific holiday, get some rest, and we'll have a fresh start in the new year. Thank you so much.

9. Adjournment

- ➔ **Motion to adjourn made by M. Kellner and seconded. All in favor. Meeting adjourned 4:54 pm.**

Attendance: Members present on December 12, 2024

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: Ammerman Full Time

- [John Capurso](#): Accounting, Business Administration, Business Information Systems, Legal Studies
- [Sharadha Sambasivan](#): Biology, Physical Sciences
- [Rich Lauria](#): Communication, Languages, Reading, TV/Radio/Film
- [Ben Laudicina](#): Counseling, Cooperative Ed
- [Stephanie Taboada](#): Engineering, Computer Science/Industrial Technology
- [Emily Lauer](#): English
- [Deb Provenzano](#): Library, Central
- [Alexander Atwood](#): 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 Sierra](#): 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, ETU Coordinator
- [Naomi Edwards](#) — Humanities
- [Tara Fagan](#) — Library, Counseling, Media
- [Anabel Darini](#) — Natural Sciences, Math
- [Josh Wolfson](#) — Nursing, Health Science, Physical Education, Vet Sci
- vacant* — Social Sciences

EC Reps: PAs & Specialists Full Time

- [Lisa Behnke](#): Programmatic
- vacant*: Instructional Labs
- [Ed Champ](#): Technical Areas/Instructional Centers

EC Reps: Collegewide Adjuncts

- [Brian DeMasi](#): Business, Accounting, Communications, Telecom
- [Debra Handel](#): Counseling, Education, Freshman/College Seminar
- [Pat Bergel](#): Culinary, Fire Protection Technology, Library, Electrical Tech, Drafting, Interior Design
- [Robert Schmidt](#): English
- vacant*: Foreign Languages, ESL, ASL, Reading
- [Steve Clark](#): Guild, Retiree, PAs/Specialists in Programmatic Areas
- [Dean Karahalıs](#): Humanities, Arts, Music, Philosophy
- vacant*: Math
- [Jennifer Champagne](#): Nursing, Physical Education, Health Sciences
- [Kailyn Giaccone](#): PAs/ Specialists in Academic Skills Centers
- vacant*: PAs/Specialists in Instructional Labs
- [Mary Griffin](#): Science, Engineering, Auto
- [Renee McClean](#): Social Sciences