

NASSAU COMMUNITY COLLEGE
Garden City, New York 11530

Personnel, Affirmative Action and Labor Committee Minutes

February 13, 2018

The meeting of the Personnel, Affirmative Action and Labor Committee of the Board of Trustees was held on the eleventh floor of the Administrative Tower. The meeting was called to order by Chair Powers at 5:54 p.m.

Committee Members Present: Ed Powers (appointed chair ad hoc)
John DeGrace (appointed ad hoc)
Linda Green
Kath Weiss (ex-officio)

Committee Members Absent: Wanda Jackson
Jorge Gardyn (ex-officio)

Also in Attendance: Thérèse Russell
President Keen, Valerie Collins, Donna Haugen

The minutes of January 9, 2018 meeting could not be approved, as there were not enough Board members present who attended the January 9, 2018 meeting.

1. Chair Powers introduced the following resolution:

RESOLVED, THAT IN RECOGNITION OF DISTINGUISHED AND MERITORIOUS SERVICE TO NASSAU COMMUNITY COLLEGE, AND UPON THE RECOMMENDATION OF THE PRESIDENT OF NASSAU COMMUNITY COLLEGE, THE FOLLOWING NAMED RETIRED FACULTY MEMBERS OF NASSAU COMMUNITY COLLEGE WHO RETIRED AFTER ATTAINING THE ACADEMIC RANK OF PROFESSOR OR ASSOCIATE PROFESSOR, ARE HEREBY GRANTED THE PERMANENT ACADEMIC TITLE OF PROFESSOR EMERITUS WITH ALL THE PRIVILEGES AND RIGHTS ACCRUING THERETO.

| <u>Name</u> | <u>Title</u> | <u>Department</u> | <u>Retirement Date</u> |
|----------------|----------------|--------------------------------------|------------------------|
| Lynn Mazzola | Full Professor | Accounting & Business Administration | 2/2/2018 |
| Thomas B. Rich | Full Professor | Nursing | 1/1/2018 |
| Steven Richman | Full Professor | Psychology | 1/1/2018 |

Chair Powers asked if there were any comments. There being none, he requested a motion to forward this resolution to the Board of Trustees for approval. Trustee Green made the motion; seconded by Trustee DeGrace. Motion carried 3-0.

2. Chair Powers introduced the following resolution:

RESOLVED, THAT THE FOLLOWING NAMED FACULTY MEMBERS ARE HEREBY GRANTED SABBATICAL LEAVE AS INDICATED DURING THE 2015/2016 ACADEMIC YEAR TO PURSUE APPROPRIATE EDUCATIONAL OR PROFESSIONAL ACTIVITIES TO ENHANCE THEIR PROFESSIONAL COMPETENCE AND/OR SERVICE TO THE COLLEGE.

One Half-Year Sabbaticals – Fall 2018

| <u>Name</u> | <u>Dept.</u> | <u>Rank</u> | <u>Appt. Date</u> | <u>Previous Sabbatical</u> |
|------------------------|------------------|---------------------|-----------------------|--------------------------------|
| Edward Boyden | History | Professor | 9/2001 | Fall 2007 |
| Lynn Casey | Art | Technical Assistant | 9/1979 | Spring 2008 |
| Pierre Desroches | Foreign Language | Associate Professor | 9/2005 | N/A |
| Kristine Ferrucci-Egan | Nursing | Assistant Professor | 9/2007 | N/A |
| Debra Mendelson | Nursing | Associate Professor | 1/2007 | N/A |
| Joseph Pilaro | English | Assistant Professor | 1/2012 | N/A |
| Mario Susko | English | Professor | 9/1993 | 2010 |
| Timothy Wood | English | Professor | 8/2003 | Spring 2010 |

One Half-Year Sabbaticals – Spring 2019

| <u>Name</u> | <u>Dept.</u> | <u>Rank</u> | <u>Appt. Date</u> | <u>Previous Sabbatical</u> |
|------------------------|--------------|---------------------|-----------------------|--------------------------------|
| Thomas D'Angelo | English | Professor | 9/2000 | N/A |
| Christopher Merlo | MAT/CSC/ITE | Professor | 9/2000 | N/A |
| Birgit Woelker | Biology | Associate Professor | 9/2007 | NA |
| Evelyn Wortsman Deluty | Philosophy | Professor | 1/1996 | Fall2002, Spring 2010 |

Full-Year Sabbaticals – 2018/ 2019

| <u>Name</u> | <u>Dept.</u> | <u>Rank</u> | <u>Appt. Date</u> | <u>Previous Sabbatical</u> |
|-------------------|--------------|---------------------|-----------------------|--------------------------------|
| Amy King | English | Professor | 8/2003 | 2010-2011 |
| Elizabeth Fonseca | LINCC | Lecturer | 9/2010 | N/A |
| Carolyn Monastra | Art | Associate Professor | 9/2005 | 2011-2012 |
| Patricia Radecki | English | Professor | 9/1999 | 2011-2012 |
| Matthew Rotando | English | Assistant Professor | 8/2009 | N/A |

Chair Powers asked if there were any comments. Trustee Weiss asked if there are procedures in place for submission of reports by faculty returning from sabbatical. President Keen replied that the new NCCFT contract states that faculty returning from a sabbatical are required to submit a report to the department chair and the academic dean. VP Collins added that Dean Melanie Hammer would receive and review the sabbaticals reports that are due within three months of return from the sabbatical.

Chair Powers requested a motion to forward this resolution to the Board of Trustees for approval. Trustee Green made the motion; seconded by Trustee DeGrace. Motion carried 3-0.

Chair Powers requested a motion pursuant to Section 105 of the Open Meetings Law of the State of New York that the Personnel, Affirmative Action and Labor Committee go into Executive Session for reviewing the medical, financial, credit or employment history of a particular person or corporation, or matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular person or corporation. Trustee Green moved the motion; seconded by Trustee DeGrace. Motion carried 3-0.

The meeting resumed at 6:20 p.m.

3. Chair Powers introduced the following resolution:

WHEREAS, THE NASSAU COMMUNITY COLLEGE ADMINISTRATORS' ASSOCIATION (HEREINAFTER REFERRED TO AS THE "ASSOCIATION") FILED A CERTIFICATION PETITION BEFORE THE NEW YORK STATE PUBLIC EMPLOYMENT RELATIONS BOARD (HEREINAFTER REFERRED TO AS "PERB") DATED JUNE 29, 2016, SEEKING THE INCLUSION OF SEVENTY-FIVE (75) TITLES IN THE PROPOSED BARGAINING UNIT; AND,

WHEREAS, THE PARTIES REACHED AGREEMENT WITH RESPECT TO SIXTY-NINE (69) OF THE PROPOSED UNIT MEMBERS BY STIPULATION DATED DECEMBER 14, 2016, WITH FORTY-SIX (46) TITLES BEING INCLUDED IN THE PROPOSED BARGAINING UNIT AND TWENTY-THREE (23) TITLES BEING EXCLUDED; AND,

WHEREAS, ON JANUARY 24, 2017, PERB CERTIFIED THE ASSOCIATION AS THE EXCLUSIVE REPRESENTATIVE FOR THE PURPOSE OF COLLECTIVE NEGOTIATIONS AND SETTLEMENT OF GRIEVANCES FOR ONLY THOSE TITLES INCLUDED IN THE BARGAINING UNIT AS STIPULATED TO IN THE DECEMBER 14, 2016 STIPULATION, LEAVING SIX (6) TITLES AT-ISSUE, NAMELY, THOSE EMPLOYEES WHO PERFORM SERVICES FOR THE NCC FOUNDATION; AND,

WHEREAS, THE PARTIES HAVE NOW REACHED A STIPULATION WITH RESPECT TO THE REMAINING SIX (6) AT-ISSUE TITLES AND THEIR INCUMBENTS WHO PERFORM SERVICES FOR THE NCC FOUNDATION;

NOW THEREFORE, BE IT RESOLVED THAT THE BOARD OF TRUSTEES OF THE NASSAU COMMUNITY COLLEGE HERewith APPROVES AND RATIFIES THE STIPULATION OF SETTLEMENT DATED JANUARY 9, 2018 BETWEEN THE NEGOTIATING REPRESENTATIVES OF THE NASSAU COMMUNITY COLLEGE ADMINISTRATORS ASSOCIATION AND THE NEGOTIATING REPRESENTATIVES OF THE NASSAU COMMUNITY COLLEGE.

Chair Powers asked if there were any comments. There being none, he requested a motion to forward this resolution to the Board of Trustees for approval. Trustee Green made the motion; seconded by Trustee DeGrace. Motion carried 4-0.

Chair Powers asked if there were any other items for the Committee to consider. There being none, the meeting adjourned at 6:22 p.m.

Respectfully submitted,



Valerie Collins

Interim Vice President, Academic Affairs