

## **MEMORANDUM**

## **MOHAWK VALLEY COMMUNITY COLLEGE**

TO: David Katz, President, MVCC College Senate

FROM: John Bullis, Exec. Dir. - Organizational Development & Chair of the Employee Recognition

Workgroup

SUBJECT: Employee Recognition ANNUAL REPORT – 2012

DATE: May 7, 2012

**Employee Recognition Workgroup Membership:** C. Svoboda, K. Barefoot, K. Evans-Dame, M. Kohl, M. Kopec, R. Haubert, R. Suhr

**Meeting Schedule:** The Council met regularly throughout the academic year, three weeks prior to the scheduled College Senate meetings in October, February, and April. Other meetings were conducted to focus on specific requests from the faculty and administration. Attendance was noted at each meeting. There were no issues of undue absences from any of the membership this year.

**Work Completed:** Over the three annual cycles of the Hawks That Soar awards, the Council selected three (3) faculty members [S. Coleman; S. Connor; D. Pasik) from twenty two (22) nominations and four (4) non-teaching staff members [L. Doherty; K. Dean/T. Walters; D. Porcelli] from twenty five (25) nominations for the Heart of the Hawk and Pride of the Hawk awards respectively; and named the Volunteer of the Year [confidential until 2012 Summer Institute - P. Fox] through the Aeries Award; and two (2) Wings of the Hawk [Educational Technology; Sodexo] awards recognizing outstanding teamwork and cooperation.

The Council recommended the establishment of a new award "Eye of the Hawk" to recognize high quality assessment efforts throughout the institution. The administration has worked with other organizations and offices with the hope and expectation of attaching a significant level of award funding to this program. Nominations will be taken throughout the year. Selections will be made through a subcommittee of the Council specifically convened to oversee the process.

The Office of Organizational Development, which staffs this Council, also administered the 2012 MVCC Excellence awards program [confidential until 2012 Summer Institute - D. Kelly; J. DeWeerth; M. Radlowski; J. James; L. Phillipson] and submitted five (5) successful nominations [N. Chrisman; M. Kopec; P. Fess; J. Vitale; L. Charbonneau] for the 2012 SUNY Chancellor's Awards from the 2010 MVCC Excellence recipient pool.

The Council also considered two issues presented to it – one by the College Senate, the other by two members of the faculty. The Senate asked the Council to consider the current guidelines used by the College to grant Emeritus Status to retired faculty and staff, and make recommendations with regard to any changes in those guidelines that might seem appropriate. The faculty asked the Council to consider the establishment of an institutional award for Innovation. Recommendations on each of those two issues appears below.

## **Recommendations:**

1.) Emeritus – The Council collected and reviewed policies and procedures from several colleges and universities nationwide. Members were also provided with articles, including those most recently published in the Chronicle, to discern any patterns or trends with regard to the establishment and awarding of Emeritus status to retired faculty and staff. Following this review, the Council determined that no specific pattern or policies exist to govern this issue and that the authority granted to the MVCC Board of Trustees to determine criteria and select those to be conferred such honors are not out of line with the majority of institutions of higher education.

It is, therefore, the recommendation of the Employee Recognition Council that the current MVCC policy and procedure for the selection and recognition of Emeritus retirees remain as is for eligible faculty and staff. In addition, the Council also recommends the establishment of a "Distinguished Retiree" title, that would cover all employee classifications not eligible for consideration for the title "Emeritus." Criteria for "Distinguished Retiree" recognition would be structured the same, for eligible positions, as "Emeritus" recognition.

2.) Innovation - The Council considered a request from Professors S. Engle and F. Przybycien to establish an award to recognize Innovation in all its varied forms. Following several weeks of discussion and research, the Council recommends the establishment of the "Altitude Award" program to solicit nominations from, and provide annual recognition to, MVCC faculty and staff for the conceptualization, development, and execution of programs, events, methods, uses, etc. that are considered to be uniquely innovative. Efforts similar to the "Eye of the Hawk" award, to support the program with funding for grants, etc., will be made. Details and procedures of the Altitude Award process will be developed in the coming months to encourage high levels of participation in this program.