

Faculty Caucus Minutes

Tuesday, March 16th, 2021 2:30PM Zoom

Present: M. Barlett, E. Brindisi, E. Bush, L. Charbonneau, S. Dar, C. Ehrlich, M. Faitell, A. Fried, A. Haines, A. Hazen, R. Huyck, J. Ireland, M. LaPaglia, S. McCall, G. Melendez, A. Miller, C. Miller, A. Radlowski, R. Santos, and R. Wittenberg.

Guests: T. Marshall

Call to Order

The Caucus was called to order at 2:31p.m.

Approval of Minutes

The minutes from the February 16th meeting were approved.
Approved- 12, Opposed- 0, Abstained- 1.

Guests- T. Marshall

T. Marshall's office is located in PH 301.

Annual Goals:

- SUNY DEI Action Plan- pick and choose from what your college needs.
- ACT Guidelines from SUNY BOT- list of guidelines at every level of the college.
- NASH- National Association of System Heads- standards.
- Standard for Association of Diversity Officers- the word "chief" is being eliminated due to its offensive nature. There are 16 standards for what Diversity Officers should be doing.
- Bi-weekly meeting with other Diversity Officers in New York State.
- MVCC Systemic Inclusion Statement- this document was shared with the group. Comments can be sent to T. Marshall.
- Annual Diversity Plan- look at what MVCC is doing regarding diversity at the college.
- MVCC DEI framework- this framework follows a national format- there are 5 levels to the questions (missing, launching, emerging, established, integrated).
- DEI Student of the Month- this month is Fabhia Kahn highlighting her story.
- Student Congress- have more engagement and conversations.

- Leadership Academy- critical thinking presentation.
- Co-chair of Diversity Council- updating the charter.
- Webinars- put on Workplace or sent out via email.
- Refugee Board- seat on this body.
- 21 Day Challenge- schools and communities come together to learn about DEI over 21 days beginning June 1.
- Human Resources- discrimination complaints for students and increasing faculty involvement and review equity in the hiring process.

Conversation about Diversity

The purpose of diversity conversations in Faculty Caucus was restated and the ground rules for these conversations were reviewed.

1. Listen actively- this includes refraining from use of zoom chat feature while others are speaking
2. Speak from your own experience instead of generalizing (“I” instead of “they,” “we,” and “you”)
3. Participate fully at your own comfort level
4. Be respectful of everyone’s view point and be aware that we are all in different place
5. Be conscious of body language and nonverbal responses.

The following video was played: <https://www.starbucksglobalacademy.com/to-be-welcoming>

Today in Caucus, we looked at the questions:

When have you been unintentionally unwelcomed or called out due to identity of any kind?

When might you have unintentionally made someone feel unwelcomed or called someone out?

Chair Report

Notification of student drops:

Faculty should be receiving notifications when students drop from courses.

Door monitors:

There are no more door monitors, instead there is more testing. Individuals still need to go to ACC 116 to get a bracelet.

DEI advisory group:

Meeting with Diversity Council to discuss the diversity conversations. DEI advisory group to guide the conversations each month in Caucus.

Old Business

None.

New Business

Guided Pathway Council representative:

C. Miller is stepping down at the end of this semester, so there is a spot for another representative for Caucus. Position is a weekly obligation.

Proposed Micro-credential BOT policy change:

In 2017 SUNY discussed micro-credential (short program of study which leads to immediate employment). This would be beneficial for someone in the workforce to complete something in a short amount of time. MVCC was the first community college to offer micro-credentials. Since the initial BOT policy was implemented, CWCC has been reviewing micro-credentials. SUNY now offers more guidance. The new proposal is a reflection of this new guidance, including a 6-16 credit range and non-credit courses. Feedback can be sent to A. Fried.

MVCC College Statements Review:

There will be a vote on these statements in May. A question was brought up about if the Syllabus is the best place to house these or if they should be placed somewhere else. Should they be categorized as something students need to know verses what they are encouraged to be aware of?

Open Forum

Microsoft Office 365 software will be fully updated by the summer.

Adjournment

The Faculty Caucus adjourned at 4:20 p.m.

Next meeting

2:30pm on Tuesday, April 20th, 2021 via Zoom.

Respectfully submitted,
Michael Faitell