

## MACER Notes for August 20, 2015 Meeting



**Representing Management:** David Gingerella, Bill Heineman

**Representing NECCPA:** Linda Giampa, Kristen Arnold, Stephanie Wares, John Daly, Chris Rowse, Tom Greene

**This meeting was held on in the President's Conference Room from 2-3pm.**

**1. Earned sick time – how will we be keeping track**

Linda Giampa asked how the new earned sick time law (for non-benefitted employees) will be tracked, as she is anticipating many questions from adjunct faculty. She requested that the Union be kept updated with any information on the new law and how it will be implemented. Steve Fabbrucci was absent from the meeting.

**2. DCE pay schedule classification**

Linda Giampa asked if we knew when the first fall check would go out. Bill Heineman did not have that information but said he will find out. (**The first pay-date for DCE will be 9/25**)

**3. Creation of group to discuss issues outside of MACER**

- Linda Giampa asked if we could come up with a group or process that would handle issues before they get sent to step 1 grievance. Namely, student complaints are a big issue and it seems everything goes right into the personnel folder without an opportunity to allow the faculty to address the student complain directly. If we were able to resolve these issues directly, it would allow the faculty person to close the loop and ultimately would save a lot of time and money. Our members are often perplexed by the current process and it's perceived as not fair.
- Bill Heineman said he was in favor of avoiding the grievance process, as it is stressful and upsetting to everyone involved on both sides. However all the overlapping rules and rights (contact, student code of conduct, etc.) sometimes create obstacles to achieving a resolution. Heineman said he would be happy to explore ways we might be able to make some changes and offered to speak with Steve Fabbrucci about it. He also advised that the Deans should also be part of the conversation because they are more directly involved in grievances and complaints that he is.

**4. New Initiatives**

Bill Heineman provided an overview on the new initiatives.

- **Flexible Online Courses**

In light of new market research done by the college, NECC's focus on what courses to develop with HEP and Pearson has shifted away from MassTransfer Block offerings and

more towards things like Computer Information Sciences. Faculty in that area may be approached soon about course development. MassTransfer Block classes may still be considered in the future. We are experimenting with the idea of identifying groups of prospective students clustered together (perhaps because they all work for the same employer or because they are all being served by the same community organization) for these courses.

- **Competency Based Education**

After attending a conference on CBE this summer, the NECC team discovered several community colleges are already offering Competency Based Education largely packaged within the rules and structure of existing credit-bearing courses. Before, we had not thought this was feasible, but now it looks like it could work for us too. This means some of the challenges we discussed at MACER (moving away from credit hours as a way to measure student progress toward their degree, for instance) might not be as big as we were thinking. Bill would like to meet with MCCC in the fall to discuss this – Linda Giampa will work with Joe LeBlanc to get this set up.

- A math policy change is coming and will be discussed at convocation.

## 5. **Renovations**

David Gingerella provided an update on the ongoing renovations.

### **HAVERHILL**

- The \$1.9 million from DCAM that was supposed to be available to us in May did not become available until July 1.
- Library – renovations were delayed because of this and the subsequent bidding process. It is now on track to continue September-December 2015.
- E & B buildings – Lower E & B are being planned out now and will go out to bid shortly. Construction will start around Thanksgiving. As these areas become complete, Spurk will start to move, probably around Spring Break time.
- CPAC – an emergency exit and fire escape for the second floor will potentially be installed over spring break. There are complications due to the expense of installing the door through the cement.
- D building – The daycare will stay where it is. Classrooms are being upgraded to make them usable. Tiles removed in the past created noise issue, so sound absorption will be added.
- Spurk – Goal of being completed by July 31, 2017. A company has been hired to assist with the move and will provide all boxes and supplies. Moves will be happening around Spring break time.
- Opportunity Works – we will be using 8 classrooms in the space. Marketing, CIT and faculty offices will also be located here.
- Tech Center – Events, Public Safety, and Jitters will also be housed in TC.

- Every light on the Haverhill campus will be replaced with LEDs. Most of the work will start in early September and occur from 2pm-2am as spaces vacate.
- Gingerella said that we will be experimenting by allowing individuals who need to perform community service from the Department of Corrections to perform their service on campus by help us with painting, landscaping, possible snow shoveling in Lawrence, etc. None of these individuals are violent criminals and it could be a mutually beneficial partnership.
- Every Monday there will be a meeting in Spurk to discuss any updates and concerns.

#### LAWRENCE

- Dimitry Building – Professional Development is located in the old daycare space
  - Riverwalk – will be utilized for offices and classrooms.
  - El Hefni – financial aid space was expanded by moving into an underutilized computer lab, which also includes a more private meeting space. A new satellite office for veterans is also located there.
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6. Resolution of ESL contact hours  
 Bill Heineman admitted that the minutes on the fall schedule are inaccurate. He has a goal of making sure this is taken care of by Spring 2016. Sue Shain and Sharon McDermott are working on it. The issue is that the evening sections have a built in break. The number of minutes for the built in break will be more clearly communicated so the actual number of minutes required in ESL classes for both day and evening sections will be the same. Questions about this can be directed to Linda Giampa.
7. Convocation  
 The announcement for convocation was sent out to all full-time and adjunct faculty. Bill Heineman clarified that it is not a required meeting for DCE and said the email should have only gone out to full-time faculty.
8. Cap on number of DCE courses  
 Heineman said there is no cap for number for DCE courses that can be taught. He will have a conversation with the Assistant Dean who told a member there was a cap.

*Next meeting: The next MACER meeting will be September 17th*