

MINUTES
OF
REGULAR MEETING
OF
BOARD OF TRUSTEES
CLINTON COMMUNITY COLLEGE
HELD TUESDAY, JUNE 6, 2023 AT 5:00 PM
MOORE BUILDING, ROOM 228
CLINTON COMMUNITY COLLEGE
PLATTSBURGH, NEW YORK

BOARD OF TRUSTEES MEMBERS PRESENT:

David Favro, Chairperson; Nina Coolidge, Vice Chairperson; Mark Leta, Treasurer; Bernie Bassett, Rolla Parker, John Redden, and Elizabeth Vicencio

BOARD OF TRUSTEES MEMBERS ABSENT (EXCUSED):

Devi Momot

ADMINISTRATORS PRESENT:

John Kowal, President; John Borner, Dean of Student Affairs; Jay LePage, HR Director

SECRETARY TO THE BOARD:

Tammy M. Villanueva.

CALL TO ORDER:

Chairperson Favro called the meeting to order at 5:05 pm. Chairman Favro asked for attendance to be taken. Quorum reached.

A motion to go into Executive Session to discuss collective bargaining negotiations was called by Mr. Bassett, second by Mr. Leta. College attorney, Jacqueline Kelleher, was asked to join the Board.

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MINUTES
OF
EXECUTIVE SESSION
OF
BOARD OF TRUSTEES
CLINTON COMMUNITY COLLEGE
HELD TUESDAY, JUNE 6, 2023 AT 5:08 PM
MOORE BUILDING - BOARDROOM
CLINTON COMMUNITY COLLEGE
PLATTSBURGH, NEW YORK

BOARD OF TRUSTEES MEMBERS PRESENT:

David Favro, Chairperson; Nina Coolidge, Vice Chairperson; Mark Leta, Treasurer; Bernie Bassett, Rolla Parker, John Redden, and Elizabeth Vicencio

BOARD OF TRUSTEES MEMBERS ABSENT (EXCUSED):

Devi Momot

ADMINISTRATORS PRESENT:

John Kowal, President; Jay LePage, HR Director

SECRETARY TO THE BOARD:

Tammy M. Villanueva.

A motion to return to Regular Session was made by Mr. Parker. Second by Mr. Redden.

MINUTES
OF
REGULAR SESSION
OF
BOARD OF TRUSTEES
CLINTON COMMUNITY COLLEGE
HELD TUESDAY, JUNE 6, 2023 AT 5:28 PM
MOORE BUILDING - BOARDROOM
CLINTON COMMUNITY COLLEGE
PLATTSBURGH, NEW YORK

BOARD OF TRUSTEES MEMBERS PRESENT:

David Favro, Chairperson; Nina Coolidge, Vice Chairperson; Mark Leta, Treasurer; Bernie Bassett, Rolla Parker, John Redden, and Elizabeth Vicencio

BOARD OF TRUSTEES MEMBERS ABSENT (EXCUSED):

Devi Momot

ADMINISTRATORS PRESENT:

John Kowal, President; John Borner, Dean of Student Affairs; Jay LePage, HR Director

SECRETARY TO THE BOARD:

Tammy M. Villanueva.

PUBLIC COMMENT: None

PRESENTATION: None

APPROVAL OF MINUTES

RESOLUTION NO. 76 (2022-2023):

BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY APPROVES MINUTES OF THE REGULAR BOARD MEETING HELD ON APRIL 18, 2023.

Motion by Mr. Parker, seconded by Ms. Vicencio, and carried by Members present that the Board of Trustees of Clinton Community College hereby approves the minutes, of the Regular Board Meeting held April 18, 2023.

PERSONNEL REPORT

RESOLUTION NO. 77 (2022-2023)

THE BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY APPROVES THE RESIGNATION FOR PURPOSE OF RETIREMENT OF BERNIE BUSHEY, BUILDING MAINTENANCE MECHANIC, EFFECTIVE JUNE 2, 2023.

Motion by Ms. Vicencio, second by Mr. Leta, and carried by members present as recommended by President Kowal.

RESOLUTION NO. 78 (2022-2023)

THE BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY ACCEPT THE RESIGNATION OF RICHARD LAWRENCE, ASSOCIATE PROFESSOR OF TECHNOLOGY, EFFECTIVE JUNE 30, 2023.

Motion by Mr. Bassett, second by Ms. Vicencio, and carried by members present as recommended by President Kowal.

RESOLUTION NO. 79 (2022-2023)

THE BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY ACCEPT THE RESIGNATION OF SARAH MCCARTY, DIRECTOR OF CAMPUS LIFE, EFFECTIVE JULY 17, 2023.

Motion by Mr. Parker, second by Mr. Redden, and carried by members present as recommended by President Kowal.

RESOLUTION NO. 80 (2022-2023)

THE BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY ACCEPT THE RESIGNATION OF SARAH MCCARTY, SPORTS INFORMATION COORDINATOR, EFFECTIVE JULY 17, 2023.

Motion by Mr. Leta, second by Mr. Parker, and carried by members present as recommended by President Kowal.

RESOLUTION NO. 81 (2022-2023)

THE BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY ACCEPT THE RESIGNATION OF RONALD GRAHAM, CONTROLLER, EFFECTIVE JUNE 1, 2023.

Motion by Mr. Leta, second by Mr. Bassett, and carried by members present as recommended by President Kowal.

RESOLUTION NO. 82 (2022-2023)

THE BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY ACCEPT THE RESIGNATION OF JAY LEPAGE, PT DIRECTOR OF HUMAN RESOURCES, EFFECTIVE JUNE 30, 2023.

Motion by Mr. Bassett, second by Ms. Vicencio, and carried by members present as recommended by President Kowal.

RESOLUTION NO. 83 (2022-2023)

THE BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY APPROVES THE REAPPOINTMENT OF NEIL EPSTEIN, ADMISSIONS ADVISOR, EFFECTIVE SEPTEMBER 1, 2023 THROUGH AUGUST 31, 2024.

Motion by Mrs. Coolidge, second by Mr. Redden, and carried by members present as recommended by President Kowal.

RESOLUTION NO. 84 (2022-2023)

THE BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY APPROVES THE REAPPOINTMENT OF HOLLY BARCOMB, BURSAR, EFFECTIVE SEPTEMBER 1, 2023 THROUGH AUGUST 31, 2024.

Motion by Ms. Vicencio, second by Mr. Parker, and carried by members present as recommended by President Kowal.

RESOLUTION NO. 85 (2022-2023)

THE BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY APPROVES THE REAPPOINTMENT OF DARLENE MCPHERSON-BURNHAM, SENIOR ACCOUNTANT, EFFECTIVE SEPTEMBER 1, 2023 THROUGH AUGUST 31, 2024.

Motion by Ms. Vicencio, second by Mr. Redden, and carried by members present as recommended by President Kowal.

RESOLUTION NO. 86 (2022-2023)

THE BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY APPROVES THE REAPPOINTMENT OF BARBARA GOLDEN, ADMINISTRATIVE ASSISTANT TO THE VICE PRESIDENT FOR ACADEMIC AFFAIRS, EFFECTIVE SEPTEMBER 1, 2023 THROUGH AUGUST 31, 2028.

Motion by Mrs. Coolidge, second by Mr. Leta, and carried by members present as recommended by President Kowal.

RESOLUTION NO. 87 (2022-2023)

THE BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY APPROVES THE REAPPOINTMENT OF ANNE EL GORNATI, ACCOUNTANT, EFFECTIVE SEPTEMBER 1, 2023 THROUGH AUGUST 31, 2024.

Motion by Ms. Vicencio, second by Mr. Bassett, and carried by members present as recommended by President Kowal.

RESOLUTION NO. 88 (2022-2023)

THE BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY APPROVES THE REAPPOINTMENT OF ASHLEY MORALES, HUMAN RESOURCES ASSOCIATE, EFFECTIVE SEPTEMBER 1, 2023 THROUGH AUGUST 31, 2024.

Motion by Mr. Leta, second by Mr. Parker, and carried by members present as recommended by President Kowal.

RESOLUTION NO. 89 (2022-2023)

THE BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY APPROVES THE REAPPOINTMENT OF DEREK MOUSSEAU, PC SPECIALIST, EFFECTIVE SEPTEMBER 1, 2023 THROUGH AUGUST 31, 2028.

Motion by Mrs. Coolidge, second by Mr. Bassett, and carried by members present as recommended by President Kowal.

RESOLUTION NO. 90 (2022-2023)

THE BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY APPROVES THE REAPPOINTMENT OF JONATHAN REID, REGISTRAR, EFFECTIVE SEPTEMBER 1, 2023 THROUGH AUGUST 31, 2024.

Motion by Mr. Parker, second by Mr. Redden, and carried by members present as recommended by President Kowal.

RESOLUTION NO. 91 (2022-2023)

THE BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY APPROVES THE REAPPOINTMENT OF JESSIE POKORNY, DIRECTOR OF INFORMATION TECHNOLOGY SERVICES AND NETWORK ADMINISTRATION, EFFECTIVE SEPTEMBER 1, 2023 THROUGH AUGUST 31, 2024.

Motion by Mr. Leta, second by Mr. Parker, and carried by members present as recommended by President Kowal.

RESOLUTION NO. 92 (2022-2023)

THE BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY APPROVES THE REAPPOINTMENT OF SHARON WALDENMAIER, ASSISTANT BURSAR, EFFECTIVE SEPTEMBER 1, 2023 THROUGH AUGUST 31, 2024.

Motion by Mr. Redden, second by Mr. Bassett, and carried by members present as recommended by President Kowal.

RESOLUTION NO. 93 (2022-2023)

THE BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY APPROVES THE REAPPOINTMENT OF SEAN WRIGHT, PC SPECIALIST, EFFECTIVE SEPTEMBER 1, 2023 THROUGH AUGUST 31, 2024.

Motion by Mrs. Coolidge, second by Ms. Vicencio, and carried by members present as recommended by President Kowal.

RESOLUTION NO. 94 (2022-2023)

THE BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY APPROVES THE APPOINTMENT OF COREEN PIEKARSKI, ADMINISTRATIVE ASSISTANT TO INSTITUTIONAL ADVANCEMENT, EFFECTIVE MAY 15, 2023 THROUGH AUGUST 31, 2023 WITH AN HOURLY RATE OF \$18.50 PER HOUR. THIS IS A PART-TIME POSITION FOR AN AVERAGE OF 20 HOURS A WEEK (NOT TO EXCEED 29.5 HOURS PER WEEK).

Motion by Ms. Vicencio, second by Mr. Parker, and carried by members present as recommended by President Kowal.

RESOLUTION NO. 95 (2022-2023)

THE BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY APPROVES THE APPOINTMENT OF BENJAMIN GREENLEE, ASSISTANT PROFESSOR OF ENGLISH, EFFECTIVE FOR THE 2023/2024 ACADEMIC YEAR WITH AN ANNUALIZED SALARY OF FORTY-SEVEN THOUSAND THREE HUNDRED NINETY-THREE DOLLARS (\$47,393.00)

Motion by Mr. Redden, second by Mrs. Coolidge, and carried by members present as recommended by President Kowal.

RESOLUTION NO. 96 (2022-2023)

THE BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY APPROVES THE APPOINTMENT OF MICHELLE DROLLETTE, INTERIM DIRECTOR OF FINANCIAL AID EFFECTIVE MAY 24, 2023 THROUGH AUGUST 31, 2023.

Motion by Mr. Bassett, second by Mr. Leta, and carried by members present as recommended by President Kowal.

RESOLUTION NO. 97 (2022-2023)

THE BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY APPROVES THE EXTRA SERVICE COMPENSATION FOR JONATHAN REID, REGISTRAR, A BI-WEEKLY STIPEND OF ONE-HUNDRED FIFTY DOLLARS (\$150) RETROACTIVE MARCH 25, 2020 TO MARCH 2023.

Motion by Mr. Bassett, second by Mr. Parker, and carried by members present as recommended by President Kowal.

RESOLUTION NO. 98 (2022-2023)

THE BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY APPROVES THE MEMORANDUM OF AGREEMENT BY AND BETWEEN CLINTON COMMUNITY COLLEGE AND THE FACULTY ASSOCIATION, DATED MAY 24, 2023 THAT PROVIDES BENJAMIN GREENLEE WITH AN APPOINTMENT PERIOD OF JANUARY 30, 2023 THROUGH DECEMBER 15, 2023. THIS AGREEMENT IS NON-PRECEDENT SETTING.

Motion by Mr. Parker, second by Mr. Redden, and carried by members present as recommended by President Kowal.

RESOLUTION NO. 99 (2022-2023)

THE BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY APPROVES THE APPOINTMENT OF DEVIN BRASSARD, ADMISSIONS ADVISOR, EFFECTIVE JUNE 26, 2023 THROUGH AUGUST 31, 2023 WITH A PRORATED ANNUAL SALARY OF \$42,542 (Forty-two thousand five hundred and forty-two dollars).

Motion by Ms. Vicencio, second by Mr. Redden, and carried by members present as recommended by President Kowal.

RESOLUTION NO. 100 (2022-2023)

THE BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY APPROVES THE APPOINTMENT OF KELSEY HULBERT, ASSISTANT DIRECTOR OF COLLEGE RELATIONS, EFFECTIVE JUNE 12, 2023 THROUGH AUGUST 31, 2023 WITH A PRORATED ANNUAL SALARY OF \$40,000 (Forty thousand dollars).

Motion by Mrs. Coolidge, second by Mr. Bassett, and carried by members present as recommended by President Kowal.

ADMINISTRATION REPORTS

GENERAL REPORT & ADMINISTRATIVE REPORTS.....President Kowal

Dr. Kowal shared the following information:

1. We had a lot of activity on campus the last few weeks of the semester:
 - a. Education Champion Fundraiser
 - b. Graduation
 - c. Nursing Pinning/Capping with special guest speaker Melissa Gooley from Hudson Headwaters
 - d. Chancellor's visit on May 1
 - e. Michelin visit on May 2
 - f. May 11 – ADK Career Connect
 - g. May 15 – Malone Middle School visit
 - h. Nursing Advisory Meeting – their was discussion on using Hudson Headwaters for clinicals, discussed TEAS test and using scholarship to help cover cost
2. We are up 109 applications compared to same time as last year; up 17 acceptances; down in registered students.
3. Summer 2023 – up continuing students; down new students
4. Fall 2023 – down continuing and new students (note is to add enrollment data to board packet)
5. Happy to have two important positions filled tonight; searches still in progress are Institutional Advancement openings, typist, IAM positions and Controller.
6. AUI submitted yesterday

ADMINISTRATIVE REPORTS: Cabinet Members shared they were available for questions.

REPORT OF THE FINANCE COMMITTEE.....MR. LETA, CHAIR
The Finance Committee met at 4:00 pm today and the 21/22 audit was presented to the committee. He thanked the staff that helped with the audit. Mr. Leta also noted that the COVID money will be coming to an end. Also discussed was the transition and hiring of a new Controller. Next meeting has been scheduled for June 27 at 4:00 pm with a presentation of the 2023/2024 budget.

REPORT OF BUILDINGS & GROUNDS COMMITTEE.....MR. FAVRO, CHAIR
Mr. Favro indicated we are getting closer to receiving DASNY funds and beginning project on the McKinley Cottage. He also noted there were no on-campus accidents last month.

REPORT FROM STUDENT TRUSTEE/STUDENT SENATE.....MS. MARTIN
Trustee Martin was not in attendance.

REPORT ON NEGOTIATIONS.....MR. BASSETT, CHAIR
Mr. Bassett indicated that negotiations have completed and information is in New Business.

REPORT ON FOUNDATION.....MS. VICENCIO, BOARD LIAISON
Ms. Vicencio indicated that the new Administrative Assistant has started. She will share the Financial Report with the Board from the Foundation meeting (since the BOT hasn't received one in a few months).

REPORT ON COMMUNICATION COUNCIL.....MRS. COOLIDGE, TEMP. BOARD LIAISON
Mrs. Coolidge indicated the council met and she wasn't in attendance; however, President Kowal shared that they are working on the Climate Survey recommendations and the steps to meet the goals. The members are drafting a template and will submit by end of the month.

COMMUNICATIONS: Chairman Favro shared that the College was mentioned in the recent Chamber newsletter referencing the welding classes and the visit by the Chancellor.

Chairman Favro read a letter from Trustee Bassett, who will not seek reappointment when his term ends June 30, 2023. The entire Board thanked him for his service to the Board and Negotiation team.

Chairman Favro read a letter from Trustee Parker who will be leaving the Board of Trustees effective July 31, 2023. Again, the entire Board thanked him for his service over the years and thanked him for bringing humor to the Board.

Mr. Favro indicated that the CCC Board of Trustees has three open Governor appointed positions along with his position, which expired three years ago. He will reach out to SUNY to see if they can provide assistance in getting our vacancies filled as soon as possible.

OLD BUSINESS: None

NEW BUSINESS:

RESOLUTION NO. 101 (2022-2023)

BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY ADOPTS THE TUITION AND FEE SCHEDULE FOR 2023-2024:

Motion by Mr. Bassett, seconded by Mr. Redden and carried by the Members present, that the Board of Trustees of Clinton Community College hereby adopts the Tuition and Fee Schedule for 2023-2024, as follows:

CLINTON COMMUNITY COLLEGE
TUITION AND FEE SCHEDULE 2023-2024

TUITION

New York State residents who are residents of the sponsorship area or non-residents of the sponsorship area who present a Certificate(s) of Residence; and Out-of-New York State Residents:

Full-Time (per academic year): \$5518
Part-Time (per credit hour): \$230

New York State residents who are residents of a sponsorship area or non-residents of sponsorship area who fail to present a Certificate(s) of Residence:

Full-Time (per academic year): \$10,464
Part-Time (per credit hour): \$400
College Advancement Program (part-time per credit hour) \$70
EMT/AEMT \$125/cr hr

LAB FEES

The following fees are charged only to those students who receive the service rendered:

<u>DISCIPLINE</u>	<u>CURRENT LAB FEE PER COURSE</u>	<u>PROPOSED NEW LAB FEE PER COURSE</u> <u>(Include rationale)</u>
Art	\$35	
Biology	\$25	
Chemistry	\$25	
Computer Science	\$25	
Electronics	\$30	
Environmental Science	\$25	
Geology	\$25	
Industrial/Commercial Electrician	\$30	
Mechanical Technology	\$30 - \$45	
Meteorology	\$25	
Nursing	\$25 - \$215	<i>2023/2024 Proposed Addition/Change</i> <i>\$25 EMT & AEMT - new</i> <i>\$215 Unbound Medicine App fee – increased by vendor</i>
Physics	\$25	
Science	\$25	
Wind Energy & Turbines	\$30	

FEE

*Student Activity Fee per credit hour (13 credit maximum)	\$10
*Technology/Portal Fee - per credit hour (15 credit maximum)	\$25
*Athletic Fee - per credit hour	\$8
Distance Learning Fee - per credit hour	\$20
Nursing Central from Unbound Medicine App	\$215
Proficiency Exam/Portfolio Review - per credit hour	\$80
Insurance: (Nursing malpractice) per academic year	\$10
Payment Plan Fee	\$40
Late Payment Fee	\$25
Matriculation Fee	\$35
Non-New York State Student Capital Annual Revenue Fee	
FT Student (\$300/annual)	\$300
Per credit hour for PT Student (\$10/credit hr)	\$10

OTHER CHARGES:

Parking Fines: Handicapped or fire zone violations	\$125
All other parking violations	\$25

Library Fees:

Cataloging fee for lost items	Replacement Cost
Lost Book/Media exact replacement	Actual cost
Lost Book/Media replacement processing fee	\$10
Diploma replacement	\$12
Student ID replacement	\$10
CCC Alumni Association Dues (\$10 Fall and Spring Semesters) per academic year	\$20

Students may request a refund of the fee; CAP students will be excluded

Students pay maximum of \$40 to reach lifetime membership

Off-site CAP students are excluded from all lab fees, alumni dues, student activity, and technology/portal fees.

* Mandatory fee for all non-CAP students

Upon roll call vote the Ayes and Nays were as follows:

Mr. Bassett- aye	Mr. Parker – aye
Mrs. Coolidge- aye	Mr. Redden – aye
Mr. Leta - aye	Ms. Vicencio - aye
Ms. Martin – absent, not voting	Mr. Favro – aye
Ms. Momot – absent, not voting	

RESOLUTION NO. 102 (2022-2023)

BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY ACCEPTS AUDIT REPORT AS PREPARED BY BOULRICE AND WOOD CPAs, .P.C FOR THE PERIOD ENDING AUGUST 31, 2022:

Motion by Mr. Parker, seconded by Ms. Vicencio and carried by Members present, that the Board of Trustees of Clinton Community College hereby accepts Audit Report as prepared by Boulrice and Wood CPAs, P.C. for the period ending August 31, 2022.

Upon roll call vote the Ayes and Nays were as follows:

Mr. Bassett- aye	Mr. Parker – aye
Mrs. Coolidge- aye	Mr. Redden – aye
Mr. Leta - aye	Ms. Vicencio - aye
Ms. Martin – absent, not voting	Mr. Favro – aye
Ms. Momot – absent, not voting	

RESOLUTION NO. 103 (2022-2023)

BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY RESOLVE THAT UPON RECOMMENDATION OF COLLEGE ATTORNEY, JACQUELINE KELLEHER, DAVID FAVRO, BOARD CHAIRPERSON AND JOHN KOWAL, PRESIDENT, MAY SIGN THE CONTRACT AGREEMENT BETWEEN CLINTON COMMUNITY COLLEGE, THE CLINTON COUNTY LEGISLATURE AND THE CLINTON COMMUNITY COLLEGE FACULTY ASSOCIATION. THIS AGREEMENT SHALL INCLUDE APPROVAL OF REVISIONS TO APPENDIX G:

Board of Trustees of Clinton Community College resolves that upon the recommendation of the College Attorney, Jacqueline Kelleher; David Favro, Board Chairperson and John Kowal, President may sign the contract agreement between Clinton Community College, The Clinton County Legislature and the Clinton Community College Faculty Association, effective September 1, 2017 through August 31, 2024, and directs President Kowal to forward a copy of the agreement to the Clinton County Legislature.

Motion by Mr. Bassett, seconded by Mr. Parker and carried by Members present, that the Board of Trustees of Clinton Community College hereby accept the contract agreement between Clinton Community College, the Clinton County Legislature and the Clinton Community College Faculty Association.

Upon roll call vote the Ayes and Nays were as follows:

Mr. Bassett- aye	Mr. Parker – aye
Mrs. Coolidge- aye	Mr. Redden – aye
Mr. Leta - aye	Ms. Vicencio - aye
Ms. Martin – absent, not voting	Mr. Favro – aye
Ms. Momot – absent, not voting	

NEXT MEETING: June 27, 2023

ADJOURNMENT:

Motion by Mr. Parker, second by Mr. Bassett, that the meeting adjourn. Meeting adjourned at 6:31 PM.

RECORDED BY

RESPECTFULLY SUBMITTED BY

Tammy M. Villanueva

David N. Favro

PAGE 7

APRIL 18, 2023

REGULAR SESSION

To Be Included Per Faculty Association President Coughlin



The Clinton Community College Faculty Association

“A United Faculty of Education Professionals”

FOR IMMEDIATE RELEASE – April 15, 2023

Contact: Dr. Denise Coughlin, President of the Faculty Association Denise.Coughlin@clinton.edu

Office : (518) 562-4193

Cell : (518) 726-6580

CLINTON COMMUNITY COLLEGE’S FACULTY ASSOCIATION ANNOUNCE A UNANIMOUS “VOTE OF NO CONFIDENCE” IN JOHN KOWAL, PRESIDENT.

On Thursday, April 13, 2023 all present teaching and non-teaching members of the Faculty Association (FA) **unanimously** voted No Confidence in the President of Clinton Community College (CCC), John Kowal. The FA membership finds that John Kowal **lacks or is unable to demonstrate** the needed leadership qualities or skills that are critical to ensure the betterment and future of the College. He has failed in his tenure as President of the College to meet his stated goals while serving as administrator-in charge and seeking the position of President in 2021.

As President of Clinton Community College, John Kowal is unable to unite the people he leads to convey a shared mission and to create and maintain a positive work environment. This inability to inspire, motivate, and model collaboration has led to a large number of resignations in key positions within the President’s Cabinet, the faculty, and in other important areas across the campus in recent months. Some of these individuals have chosen to leave the College without a new, secured position rather than to remain working under his lack of leadership.

The FA vote of No Confidence reflects that John Kowal has been aware of the dire Campus Climate under his watch for two years and that having many resignations, an unprecedented number in the history of the college, is not unexpected because he is unable to demonstrate skills to make positive progress. A Campus Climate Survey in 2022 at CCC reported employees across campus, not limited to the FA, are experiencing negative and unhealthy work situations. The survey results indicated respondents were skeptical that concerns would be taken seriously and documented that employees feared punitive consequences or retaliation for expressing concern. This fear of punitive retaliation by the leadership of the college under John Kowal’s watch, in addition to an increased level of concern of retaliation towards Union leadership, specifically impacting the role of FA

President, led in March 2023 to the FA filing a multi-tiered “Improper Practice Charge” against the College with the State of New York’s Public Employment Relations Board (PERB). Multiple violations with supporting evidence have been evaluated and screened by the PERB process and have been deemed to have merit and approved to move forward in the PERB process. A PERB conference has been scheduled for May 1, 2023.

The FA lost confidence in John Kowal’s management and decision-making skills when in January 2023, he approved that a mandatory opening day, public session take place to discuss the Climate Survey concerns being felt by individual employees. John Kowal ignored employees’ claims of discomfort with the format and allowed the session to continue until a staff member was able to get his attention to end the unproductive and ill-thought-out way to address concerns in the survey. This failed attempt to address the high level of climate concern led to John Kowal stating, “It was the worse day of my life,” yet it did not motivate him to seek productive ways to move forward in improving the climate.

While not an official member of the college negotiation team, John Kowal does not publicly state support for his faculty. He does not create or promote urgency to resolve the contract. He chooses not to use his voice and position to celebrate and to draw attention to the excellent student evaluations of his teaching and non-teaching faculty, or to highlight and celebrate the numerous accolades of teaching and non-teaching faculty cited in the 2022 MSCHE Middle States Report of the faculty at Clinton Community College.

Arbitrary decisions are being made and approved by John Kowal that are not data- or evidence-based. Rationale for decisions is not student-focused, not fiscally responsible, and seemingly supports a personal agenda and not that of a leader of an organization. The FA asserts that President Kowal has created an atmosphere of “favored status” and that he knowingly pursues actions that ignore and disregard binding conditions of the existing contract with the FA. For example, a recent violation being evaluated by PERB took place when an individual position within FA was awarded a 10% base pay increase. This hand-picking of positions to reward does not follow the precedent and contractual mandate to work with FA on changes to pay or work responsibilities of FA positions.

All of the above culminated in a tipping point for the unanimous vote by members of the FA at the meeting on April 13 to vote No Confidence in the leadership of President John Kowal. Members were unable to accept the lack of student-focused decision-making, his inability to facilitate, compromise, or demonstrate the desire to seek positive solutions, as well as his inability to prioritize and allocate resources in the interests of students and academic programs outside of contract.

Members of the Faculty Association will be present at the next Board of Trustees meeting that is scheduled for Tuesday, April 18th at 5:00pm, and if given an opportunity to speak to the BOT, will speak to this vote of no confidence.

For more information, please contact Dr. Denise Coughlin