



VISION

*To see strengths and unique potential in every person.
To inspire people to make the courageous choice to learn, grow, and serve.*

MISSION

We serve our community by meeting educational needs, creating an environment for student success, and preparing our students and ourselves for citizenship in a global community.

VALUES

*Learning
Excellence
Opportunity
Innovation
Relationships
Diversity*

BOARD OF TRUSTEES

THURSDAY, FEBRUARY 23, 2012
RONALD W. SPACE BOARD ROOM – 5:30 P.M.

AGENDA

1. Call to Order
2. Roll Call
3. Welcome Guests
4. Approval of Agenda
5. Public Comment*
6. Approval of Minutes – January 26, 2012
7. Communications
8. Presentations (routine, periodic reports or special topics of interest to the Board of Trustees): None
9. College-wide Goal – Student Success
(There will be one or two short presentations per Board meeting on the College-wide Goal to focus on one or both of these topics. The major purpose is to provide the Board with updates on how the College is progressing to achieve Student Success)
 - a. Student Success – Online Learning Recommendations – Tony DeFranco
 - b. Organizational Capacity – Assessment Map – Khaki Wunderlich
10. Vice Presidents' Reports (highlight Consent Agenda items and updates on major initiatives):
 - a. Provost and Vice President of the College
 - b. Vice President for Global Initiatives

11. Information Items:
 - a. Human Resources Updates
 - b. Semi-annual Professional Development Report

12. Consent Agenda (Action Items):
 - a. Treasurer's Report – January 31, 2012
 - b. Appointment of Personnel
 - c. Dental/Vision Insurance – Adjunct Faculty and Staff

13. Standing Reports:
 - a. College Forum – Co-Chairs, Amy Edmond and Olivia Hersey
 - b. Faculty Student Association – Alicia Smith
 - c. Tompkins Cortland Community College Foundation, Inc. – Ray Dalton
 - d. Chairperson's Report – Elizabeth Burns
 - i. Trustee Emeritus Event – April
 - e. Liaison Report (Cortland County) – Anthony Pace
 - f. Liaison Report (Tompkins County) – Michael Lane
 - g. Student Trustee's Report – Alicia Smith
 - h. President's Report

14. Upcoming Events:
 - a. Mid-winter Day – March 2, 2012
 - b. NYCCT Community College Lobby Day – March 6, 2012
 - c. Spring Scholarship Ceremony – March 9, 2012
 - d. Next Meeting – March 22, 2012

15. Executive Session – Discussion of a Real Estate Matter (no action to be taken)

16. Adjournment

***Public Comment:** Provision is made at this point in the agenda for citizens of the College community to make comments regarding any agenda item to be discussed at that meeting. Citizens will not be recognized at any other time except at the request of the Chairperson after approval for such recognition by a unanimous vote of the Trustees in attendance. No person, not a member of the Board, shall speak for more than five (5) minutes without specific approval of a majority of the Trustees. The minutes shall show that privilege of the floor was granted and shall include a brief statement of the subject matter presented.

**TOMPKINS CORTLAND COMMUNITY COLLEGE
BOARD OF TRUSTEES
JANUARY 26, 2012
RONALD W. SPACE BOARD ROOM**

PRESENT: Roxann Buck, Elizabeth Burns, John Daniels, Judy Davison, Joanne Florino, Dammi Herath, Raymond Schlather, and Alicia Smith

ABSENT: Kay Breed, Ray Dalton

COUNTY

LIAISONS: Michael Lane

STAFF: John Conners, Sue Dewey, Amy Edmond, Jane Hammond, Carl Haynes, Olivia Hersey, Sharon Karwowski, Deborah Mohlenhoff, Cathy Northrop, Carl Penziul, Walter Poland, Bruce Ryan, Blixy Taetzsch, Phil Tate, Amy Trueman, and Peter Voorhees

GUESTS: Duane Shoen and Colleen Stannard of Ciaschi, Dietershagen, Little, Mickelson & Company; Scott Conro, *The Cortland Standard*

1. **Call to Order:** The meeting was called to order at 5:33 p.m. by Chairperson Burns in the Ronald W. Space Board Room at the College.
2. **Roll Call:** Ms. Northrop called the roll.
3. **Welcome Guests:** Chairperson Burns welcomed guests and welcomed our newly appointed member of the Board of Trustees, Dammi Herath.
4. **Approval of Agenda:** Ms. Buck moved that the agenda be approved as presented; seconded by Mr. Schlather; carried unanimously.
5. **Public Comment:** None.
6. **Approval of Minutes:** Ms. Davison moved that the minutes of the December 8, 2011 meeting be approved as presented; seconded by Mr. Daniels; carried unanimously.
7. **Communications:** President Haynes mentioned that Brent Doane, TC3's women's softball coach, was named the *Ithaca Journal* "Coach of the Year." This is the first time any coach from TC3 has received this honor.
8. **Presentations (routine, periodic reports or special topics of interest to the Board of Trustees):**

- a. **2010-2011 Audit:** Mr. Shoen spoke to the executive summary of the audit. The College received an unqualified opinion on the college's financial statements and the supplemental financial info, and no material internal control weaknesses and no areas of noncompliance with laws or regulations were found. Dean Taetzsch thanked Sharon Karwowski, Susan Dewey, and their staff for the great work that was done to be able to obtain these wonderful results. President Haynes noted that this stellar report was accomplished while the College was undergoing the decrease in staffing due to budgetary concerns, as well as addressing the operational changes needed due to the decrease in staffing. President Haynes said he will be attending a meeting with the staff in the financial aid and business offices to congratulate them and acknowledge the great work that they do.
- b. **Sabbatic Presentation – Phil Tate:** Professor Tate reported on his sabbatic leave in the fall 2010 semester. He thanked the Board and the administration for the opportunity. The leave time was used to focus on his writing. He wrote several short stories, completed two novels, and made revisions to a third. He spoke about the process of submitting articles and short stories to publishers. He did have several stories accepted for publication and won a couple of contests for his writing. Provost Connors mentioned the Skidmore Summer Writing Institute that Professor Tate had attended that had piqued his interest in using a sabbatic leave to focus on his writing. President Haynes said the College has had to suspend sabbatic leave funding because of budget issues, but noted how this report underscores the importance of sabbatic funding.

9. College-wide Goal – Student Success:

- a. **Student Success – Panther Pride and Passport –** President Haynes introduced Deb Mohlenhoff, Director of Student Activities. Dean Trueman said Ms. Mohlenhoff has played a key role in helping to coordinate efforts across the Student Life area. A more in-depth dialogue on student life, to include leadership, volunteer, and co-curricular opportunities for students, will be held with the Board later in the spring semester. Ms. Mohlenhoff presented information on the Panther Pride and Passport initiative. Ms. Florino stated that this initiative is very similar to initiatives at 4-year institutions, but noted that she sees the big challenge for TC3 or any community college is figuring out how to deliver these services/programs to students of different age groups and who are both residential and commuter students.

10. Vice Presidents' Reports (highlight Consent Agenda items and updates on major initiatives):

- a. **Provost and Vice President of the College –** Provost Connors spoke to his written report, specifically to enrollment. Dean Taetzsch mentioned it is specifically the continuing student population where we are seeing the decrease. She said there have been quite a few continuing students who, just

within the last few days, are just now trying to address financial and academic issues and trying to return for classes. President Haynes said he still feels that the bottom line enrollment for the year will be even or slightly up because of concurrent and global enrollments. Mr. Schlather asked if there is a mechanism in place to check with the continuing students who don't register. Dean Trueman said there are a variety of initiatives in place to get in contact with students who haven't registered. She mentioned that Katrina Campbell and others spend a lot of time making phone calls and following up with students. She said that it is necessary to make the one by one contact because so many students have so many different circumstances. Some reasons students don't return include academic, financial, personal, family, etc. Provost Conners reported that our residence halls are full. There was further discussion on the decline in enrollment and the initiatives underway to address this. Dean Taetzsch mentioned that she has been looking at data for the over 24 cohort and noticed that the numbers of students in that cohort was growing after economic downturn and this year that trend is starting to drop off again, countercyclical with our economy. Provost Conners also mentioned some Kaleidoscope initiatives underway - Kelly Wessell has written a textbook for the iPad, and Amber Gilewski is developing materials for her Intro to Psychology course. President Haynes mentioned that Provost Conners had been contacted by the SUNY Assessment Office commending the College on the great work we have done with our assessment map and asking if we would be willing to serve as a consultative group to other SUNY campuses.

- b. Vice President for Global Initiatives** – Vice President Poland spoke to his written report. Vice President Poland mentioned that he had participated in a meeting with the AMZ Foundation in Florida and that he represented TC3, Ithaca College, and Cornell. The purpose of the meeting was to develop collaborative efforts to provide added services to the American University of Kabul. There will be another discussion/conversation in March to look at potential projects to be funded by that Foundation.

11. Information Items:

- a. Human Resources Updates** – No discussion.

12. Consent Agenda (Action Items): Highlights of the Consent Agenda were discussed during the meeting. Mr. Schlather moved that the Consent Agenda be approved; seconded by Mr. Daniels; carried unanimously.

- a. Capital Payments** – No discussion.
- b. Treasurer's Report – November 30, 2011** – No discussion.
- c. Treasurer's Report – December 31, 2011** – No discussion.
- d. Appointment of Personnel** – No discussion.
- e. 2010-2011 Audit** – Presentation and discussion were held earlier in the meeting.

- f. **In Recognition of the 50th Anniversary of Pontifical University Catolica Madre Y Maestra** – Vice President Poland mentioned that he, President Haynes, and Jorge Huayhuaca will be attending an event on February 13 to honor the Pontifical University on its 50th anniversary, its rector of 42 years, and two key people who have been responsible for shepherding the program since 1993 – Radhames Mejia and David Alvarez. Approximately 1,200-1,500 students from their University have attended TC3.
- g. **Acceptance of Gift – 2000 Dodge Caravan SE Conversion Van** – President Haynes mentioned that this resolution is to accept the donation by Khaki Wunderlich. The donation is a specially equipped van to be used for wheelchair-bound individuals. This meets a longstanding need for students with disabilities that the College has not been able to fund. Mr. Schlather asked that the record reflect the sincere appreciation of the Board to Ms. Wunderlich for this donation. Chair Burns will send a letter of thanks to Ms. Wunderlich.

13. Standing Reports:

- a. **College Forum** – No report.
- b. **Faculty Student Association** – Ms. Smith said the Finance Committee is discussing the increase in TCAT bus rates that are going into effect. It will also be discussed at the February FSA Board of Directors' meeting. The Personnel Committee discussed the possibility of offering the FSA staff the same health insurance that is provided to College staff. A resolution was approved for new rates/guidelines for the Childcare Center which will take effect this month.
- c. **Tompkins Cortland Community College Foundation, Inc.** – Ms. Northrop provided the report for Dr. Dalton. The Foundation received a generous \$1.5 million gift from Arthur Kuckes in late December. The Investment Committee met and has begun the "Request for Proposals" for investment management services. The Finance Committee met with Joe Bosch and Dan Froehlich from Janney Montgomery Scott, LLC, to discuss the Foundation's options of the Housing Bank Qualified Bonds. The next Foundation Board meeting will be held on March 6 and the Spring Scholarship Ceremony will be held on March 9, at 11:45 a.m., in the Forum at the College and all are invited to attend.
- d. **Chairperson's Report** – No report.
- e. **Liaison Report (Cortland County)** – No report.
- f. **Liaison Report (Tompkins County)** – Mr. Lane reported that Martha Robertson has been re-elected as Chair of the Legislature. He said that budget issues are important again this year. The Civil War Nurses Fund Scholarship effort has been successful and met the goal, raising approximately \$80,000 to provide incentive for nursing students and faculty. The Legislature is elevating the broadband committee to a special committee next year. Approximately 90%

of the rural areas in Tompkins County will have access to “wifi” and the County is trying to get grant funding to be able to provide the service to the rest of Tompkins County.

- g. Student Trustee’s Report** – Alicia Smith reported that students have been on break and classes have just begun for the spring semester. She said that approximately 140 new students have moved into the residence halls this spring. The Student Center Activity Fair is scheduled for February 1. Also, some other spring events are: “DUI” – a powerful presentation by a man named Mark who was in prison for the murders of his friends due to drinking and driving; showing of the movie “The Help”; and intramurals will be starting on February 7th.
- h. President’s Report** – President Haynes spoke to his written report. Mr. Lane asked if we are hearing about any grants/initiatives through the federal government that the College might be able to participate in. President Haynes said that College was part of a major statewide initiative for a Department of Labor grant that was not awarded. He said we are still working with Hanover Grants to look at available grant funding opportunities.

President Haynes highlighted the Pathways Program, for which the College has received a total donation of \$7.5 million. There are forty students currently participating and receiving scholarship funding through this program. Dr. Alexis Dengel, Coordinator of the Pathways Program, is doing outreach in the Tompkins and Cortland areas. We also have a part-time staff member who has joined us to assist as we expand the number of students we are serving. Dean Taetzsch said that the students in the program are primarily women, although there are some men who are participating. The age range for students in the program is 24 years and older. Dr. Herath mentioned that the Women’s Opportunity Center works very closely with Dr. Dengel. President Haynes said he will be meeting with an internal group to prepare for a meeting in February with Arthur Kuckes, the benefactor of the program. We can provide more information on the program at a future Board meeting. Chairperson Burns said she would like to see us recruiting more in Tioga County. Ms. Florino mentioned it is important to keep in mind that there is so much other support that is needed for the students in this program (i.e., computers, etc.).

President Haynes mentioned that it is time to go out for an “RFP” for an accounting firm to conduct the annual audit. We have, in the past several years, contracted with Ciaschi, Dietershagen, Little, Mickelson & Company for this service. President Haynes would prefer that no “RFP” process be done, because the “RFP” process in takes a lot of staff time, and in the last two cycles (5-year contract), no other firms expressed an interest in the work. The reasoning behind this is that the other accounting firms don’t have the staff to handle our audit. Ciaschi, Dietershagen, Little, Mickelson & Company has committed to no cost increase for the next three years if we contract with them.

There has been discussion with the Foundation Board about continuing with Ciaschi, Dietershagen, Little, Mickelson & Company without going through the “RFP” process and we will be discussing this with the FSA, as well. It would save a lot of time not to have to go through the “RFP” process for the highly likely outcome that no other firms will be interested. Also, the current engagement letter with Ciaschi, Dietershagen, Little, Mickelson & Company already includes a renewal clause in it for 3 years. Mr. Schlather asked if there is any SUNY requirement that we undergo the “RFP” process in this case. President Haynes said that there is no SUNY requirement, but Ciaschi, Dietershagen, Little, Mickelson & Company has their own requirement that different auditors must be involved. There was no concern by Board members about not going out for an “RFP” for the annual audit services and they were all in agreement to continue with Ciaschi, Dietershagen, Little, Mickelson & Company.

President Haynes mentioned that at a previous Board meeting, Mr. Schlather had asked about how the College handles background checks, specifically for individuals hired as coaches, daycare staff, and residence life staff, in particular. Dean Taetzsch said that those positions are all FSA positions and a service called Intelcorp is used for background checks. This service was recommended to the College by the insurance company. We do also have background checks by Intelcorp for staff hired in the Public Safety Office.

- 14. Board Dialogue – Curriculum Portfolio** – Provost Connors introduced Jane Hammond, Associate Dean for Curriculum & Academic Records, and Amy Edmond, Secretary for Curriculum, who provided a presentation about the evolution and management of our curriculum.

Mr. Schlather said it appears a very lengthy process for a new program to go through the approval process through the State Education Department. Associate Dean Hammond said that the certificate programs have a “fast track” for proposals to go through the process. It was mentioned that programs must go through the approval process through SUNY and the State Education Department if we change the title/structure of the program in any way. Mr. Schlather asked if the College-level protocol for changes in programs and/or curriculum is prescribed by SUNY. Provost Connors said that our processes are not prescribed by SUNY but were adopted when we changed our governance system. He said he worked with an ad hoc group of faculty to develop the process and then took this to the College Forum for approval. The internal process for changing/developing courses and/or programs was discussed. Associate Dean Hammond said that President Haynes is vital in getting ideas from the community to bring back to discuss with program faculty. The key is to be responsive when there is a need. President Haynes said that quite often we will test the market for a program with a course and if there is a lot of interest, we look to offer the degree program. Mr. Schlather asked what could be done if the Board decided that as a matter of policy we needed to focus in a particular curricular area. President Haynes said that if the Board has any ideas

they would like the College to think about in the curricular area, they need to let him know and staff will research the idea and then report to the Board. Ms. Davison asked the average amount of time to get a program through SUNY and State Ed for approval. President Haynes said he has talked with the Chancellor about the fact that the timeframe for approvals through State Ed has degenerated. He said they used to have a streamlined process, but there has been a significant change in staffing, so from the time a program proposal leaves here and is finally approved through State Ed, it can take sometimes up to six or more months. There was a period of time when it only took two to three months to go through the process.

15. Upcoming Events: Just a note that SUNY Day in Albany is scheduled for February 6 and NYCCT Community College Day in Albany is scheduled for March 6. It was suggested that if any of the Board members want to go for lobbying, the March 6th date might be the better option. Anyone wishing to go to Albany on March 6th should contact Ms. Northrop to let her know.

16. Adjournment: Mr. Daniels moved that the meeting be adjourned; seconded by Ms. Davison; carried unanimously. The meeting adjourned at 8:16 p.m.

Respectfully submitted,

Cathy A. Northrop
Clerk of the Board of Trustees

TO: Board of Trustees
FROM: John R. Conners
DATE: February 13, 2012
SUBJECT: February report

Program approvals from SUNY and the State Education Department – All of our pending proposals – for degree programs in Recreation: Exercise Studies and Digital Cinema and a certificate program in Wine Marketing – have received full approval from both SUNY and the State Education Department.

Budget planning – We are fully engaged in the process of budget planning for the 2012-2013 academic year. Provost's Council has been working on budget models on a regular basis and we spent significant time at a recent Leadership Council meeting informing department heads and responding to their questions and suggestions. Also, Carl Penziul and I have met with each of the Chairs of the academic departments with relatively large budgets. Our aims are to address a current revenue gap attributable to lower enrollments and to prepare for implementation of the Governor's proposal, which calls for neither an increase nor a decrease in base aid, though we are hopeful of some increase in the final state budget. One important goal is to maintain our aggregate spending in the contractual portion of the budget at the 2010-2011 actual level; to achieve this goal would close nearly the entire 2011-2012 gap and provide a solid start in addressing the challenge for 2012-2013.

Kaleidoscope project planning – Next Generation Learning Challenges, the provider of the funding for the Kaleidoscope project, has called for proposals for the next cycle of funding. We have begun working with the grant administrator and our colleague institutions to develop our proposal to continue and expand our involvement in the use of open source materials.

Hanover Grants proposals – Our work in developing draft grant proposals, to be refined and advanced to funding agencies by Hanover Grants, has reached the next stage. We have submitted a draft proposal for a project involving CollegeNow, are completing a draft proposal for the Center for Adult Learning and Training, and are in the early stages of work on a proposal to fund technology initiatives.

REPORT TO THE BOARD OF TRUSTEES
Vice President, Global Initiatives
Walter L. Poland
February 23, 2012

Walter Poland attended and supported the TC3 Recognition and Celebration of the 50th Anniversary of the Founding of the Pontificia Universidad Católica Madre y Maestra of the Dominican Republic. Rector Nuñez was honored for his 42 years of leadership and global vision for the University. In addition, Radhames Mejia and David Alvarez were recognized for their years of service and support for Global Connections. In particular Mr. Mejia as former Executive Vice Rector was recognized for his vision and support over the past 15 years of partnership and friendship.

In attendance from TC3 were President Carl Haynes, Jorge Huayhuaca, and Walter Poland. Also, RIT was represented by Elisa Thompson.

The event was attended by the Minister of Higher Education, the leadership of the University including Vice Rectors, Deans, Department Chairs, Faculty and especially many alumni of the program totaling about 220 attendees. The ceremony was followed by a reception for all present. In addition, TC3 sponsored a celebratory dinner with the Rector and his leadership team and those most closely involved with Global.

Both events, the celebration of the 50th Anniversary and Rector Nuñez 42nd year as Rector, and the recognition ceremony for Radhames Mejia and David Alvarez were very successful.

TOMPKINS CORTLAND COMMUNITY COLLEGE
Human Resources Updates - Status of Open Positions
as of February 15, 2012

UNCLASSIFIED STAFF

<u>POSITION</u>	<u>DESIRED EMPLOYMENT DATE</u>	<u>ADVERTISED</u>	<u>APPLICATION DEADLINE</u>	<u>CURRENT STATUS</u>
Instructor of English	August 2012	December 2011	January 18, 2012	Reviewing applications
Instructor of Graphic Design	August 2012	December 2011	January 18, 2012	Reviewing applications
Technical Specialist – Biology Lab Manager and Chemical Hygiene Officer	July 2012	December 2011	January 18, 2012	Accepting applications
Programmer	April 2012	January 2012	March 1, 2012	Accepting applications

CLASSIFIED STAFF

<u>POSITION</u>	<u>DEPARTMENT</u>	<u>DESIRED EMPLOYMENT DATE</u>	<u>CURRENT STATUS</u>
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TOMPKINS CORTLAND COMMUNITY COLLEGE

Human Resources Updates
Status of Grievances
as of February 15, 2012

COMPLAINANT	SUBJECT	DISPOSITION
CSEA Membership	Medco – Change in provider diminished prescription plan benefits	CSEA requested a waiver to time requirement to move to Stage 3 of grievance process while waiting for a response from Tompkins County.
Sylvia Ganoë	MedCo - Change in provider changed prescription co-pay.	Would like matter fully researched by Tompkins County.
FACULTY ASSOC.		
Faculty Association Membership	MedCo – change in prescription program changed copays, limits on quantities delivered.	Faculty Association agree to extend time requirement while waiting for a response from Tompkins County.

PAA

TOMPKINS CORTLAND COMMUNITY COLLEGE
PROFESSIONAL DEVELOPMENT REPORT
July 2011 - December 2011

LEADERSHIP SKILLS/DEVELOPMENT - programs primarily geared toward supervisors, department heads, and faculty such as formal leadership development programs, supervisory training, etc.

DATE	EMPLOYEE	PROGRAM	LOCATION
Monthly	Kiechle, Matthew	Tompkins County Coalition for a Healthy Youth Board Meetings; Speakers and Presentations	Ithaca, NY
07/13/11-07/19/11	Johnson, Danielle	Boot Camp for Nurse Educators	Albuquerque, NM
08/04/11	Kiechle, Matthew	Tompkins County Coalition for a Healthy Youth Board – Annual Retreat	Ithaca, NY
09/21/11	Ackley, Brian	Leadership Council Retreat	Ithaca, NY
09/21/11	Boone, Carolyn	Leadership Council Retreat	Ithaca, NY
09/21/11	Brunner, Tracey	Leadership Council Retreat	Ithaca, NY
09/21/11	Burk, Joyce	Leadership Council Retreat	Ithaca, NY
09/21/11	Campbell, Katrina	Leadership Council Retreat	Ithaca, NY
09/21/11	Chambala, Brian	Leadership Council Retreat	Ithaca, NY
09/21/11	Christofferson, Marty	Leadership Council Retreat	Ithaca, NY
09/21/11	Connors, John	Leadership Council Retreat	Ithaca, NY
09/21/11	Doe, Michelle	Leadership Council Retreat	Ithaca, NY
09/21/11	Donovan, Joan	Leadership Council Retreat	Ithaca, NY
09/21/11	Doran, Lisa	Leadership Council Retreat	Ithaca, NY
09/21/11	Doskal-Scaffido, Darese	Leadership Council Retreat	Ithaca, NY
09/21/11	Edgecomb, Bob	Leadership Council Retreat	Ithaca, NY
09/21/11	Hammond, Jane	Leadership Council Retreat	Ithaca, NY
09/21/11	Haynes, Carl	Leadership Council Retreat	Ithaca, NY
09/21/11	Hersey, Olivia	Leadership Council Retreat	Ithaca, NY
09/21/11	Hollenbeck, Renee	Leadership Council Retreat	Ithaca, NY
09/21/11	Hubbard, Martha	Leadership Council Retreat	Ithaca, NY
09/21/11	Lacko, Debbie	Leadership Council Retreat	Ithaca, NY
09/21/11	Lenhardt, Jenna	Leadership Council Retreat	Ithaca, NY
09/21/11	Madeo, Karl	Leadership Council Retreat	Ithaca, NY
09/21/11	McDaniel, Mick	Leadership Council Retreat	Ithaca, NY
09/21/11	McDonough, Gerry	Leadership Council Retreat	Ithaca, NY
09/21/11	Mix, Teresa	Leadership Council Retreat	Ithaca, NY
09/21/11	Northrop, Cathy	Leadership Council Retreat	Ithaca, NY
09/21/11	Paucke, Mellora	Leadership Council Retreat	Ithaca, NY
09/21/11	Penziul, Carl	Leadership Council Retreat	Ithaca, NY
09/21/11	Petrella-Baum, Jennica	Leadership Council Retreat	Ithaca, NY
09/21/11	Poland, Walter	Leadership Council Retreat	Ithaca, NY
09/21/11	Ryan, Bruce	Leadership Council Retreat	Ithaca, NY

09/21/11	Saul, Beau	Leadership Council Retreat	Ithaca, NY
09/21/11	Taetzsch, Blix	Leadership Council Retreat	Ithaca, NY
09/21/11	Toxey, Kar-Leam	Leadership Council Retreat	Ithaca, NY
09/21/11	Trueman, Amy	Leadership Council Retreat	Ithaca, NY
09/21/11	Turner, Jim	Leadership Council Retreat	Ithaca, NY
09/21/11	Voorhees, Peter	Leadership Council Retreat	Ithaca, NY
09/21/11	Webb, Marilyn	Leadership Council Retreat	Ithaca, NY
09/21/11	Wunderlich, Khaki	Leadership Council Retreat	Ithaca, NY
09/21/11	Zeppelin, Victoria	Leadership Council Retreat	Ithaca, NY
09/22/11	Donovan, Joan	Student Life Session	TC3
09/24/11	Mercer, Patrick	Cayuga Nature Center Team Challenge Program	Trumansburg, NY
10/20/11	Burk, Joyce	Leadership Cortland	Tinelli's, McGraw NY
10/28/11	Burk, Joyce	Leadership Cortland	Tinelli's, McGraw NY
11/06/11-11/11/11	Lenhardt, Jenna	Chair Academy, Ontario	Niagara-on-the-Lake
11/06/11-11/11/11	Donovan, Joan	The Academy for Leadership and Development	Charlotte, NC
11/06/11-11/11/11	Dovi, Sharon	The Academy for Leadership and Development	Charlotte, NC
11/06/11-11/11/11	Gerg, Julie	The Academy for Leadership and Development	Charlotte, NC
11/17/11	Burk, Joyce	Leadership Cortland	Pall Trinity/Intertek
11/18/11	Madeo, Karl	New York Concurrent Enrollment Partnerships (NYCEP) Meeting	TC3
11/18/11	Zeppelin, Victoria	New York Concurrent Enrollment Partnerships (NYCEP) Meeting	TC3
12/09/11	Ford, Lisa	Organized - Nickelodeon Writing Symposium for Faculty & Students	TC3
12/15/11	Burk, Joyce	Leadership Cortland	Career Works/JM Murray Center

**TOMPKINS CORTLAND COMMUNITY COLLEGE
PROFESSIONAL DEVELOPMENT REPORT
July 2011 - December 2011**

CONFERENCE/SEMINARS - includes internal and external conferences, seminars, and workshops.

DATE	EMPLOYEE	PROGRAM	LOCATION
Fall 2011	Lee, In Shik	Stronger Economies Together/ USDA Community Development Workshop	Owego, NY
August-Dec (ongoing)	Nightingale, Michelle	Serving as Co-Host of the NODA Region IX 2012 Conference (to be held 3/2-4/12)	Will be in Burlington, Vermont (planning via conference calls, email correspondence, etc.) Colorado Springs, CO
07/01/11	McDaniel, Mick	2011 NJCAA Eligibility Seminar	TC3-Online
07/08/11	DeFranco, Tony	Sakai Summer Bootcamp: Communication Tools Training-Webinar	New Orleans, LA
07/10/11-07/13/11	Doskal-Scaffido, Darese	ACUHO-I International Housing Conference	Seattle, WA
07/12/11-07/16/11	Boone, Carolyn	AHEAD Annual Conference (Assoc. on Higher Educ & Disability)	Seattle, WA
07/12/11-07/16/11	Webb, Marilyn	AHEAD Annual Conference (Assoc. on Higher Educ & Disability)	Ithaca Extension Center
07/14/11-07/15/11	Nightingale, Michelle	StrengthsQuest Educator Seminar	TC3-Online
07/15/11	DeFranco, Tony	Sakai Summer Bootcamp: Creating and Adding Content-Webinar	Elmira, NY
07/15/11	Eberle, Joshua	EMDR Training 49 HOURS	TC3-Online
07/22/11	DeFranco, Tony	Sakai Summer Bootcamp: Test and Quizzes-Webinar	Cedar Rapids, IA
07/23/11-07/25/11	Haynes, Carl	CCID Summer Institute	TC3-Online
07/26/11	DeFranco, Tony	Microsoft Cloud Solutions for Business Productivity-Webinar	TC3-Online
07/27/11	DeFranco, Tony	Unv. of Phoenix 2nd Tech. Innovations in Higher Edu.-Webinar	TC3-Online
07/29/11	DeFranco, Tony	Sakai Summer Bootcamp: Gradbook 2 Training-Webinar	TC3-Online
08/04/11-08/07/11	Gilewski, Amber	American Psychological Convention	Washington, DC
08/11/11	DeFranco, Tony	Sakai iRubric-How to Use the Rubric Tool-Webinar	TC3-Online
09/01/11	McDaniel, Mick	2011 Fall Region III Athletics Conference	Corning, NY
09/01/11	Stevenson, David	2011 Fall Region III Athletics Conference	Corning, NY
09/11/11	Wood, Nadine	16th Annual Conf for Gerontological Nursing	Kennebunkport, ME
09/13/11	Mercer, Patrick	Inclusion U - Inclusion in Recreation and Leisure Programming	TC3
09/15/11	Dovi, Sharon	SHRMTC - Business Case for Employee Engagement	Ithaca, NY
09/16/11-09/17/11	Northrop, Cathy	NYCCT Annual Conference	Albany, NY
09/22/11-09/23/11	Lenhardt, Jenna	Upstate Transportation Forum- 2011	Ithaca, NY
09/23/11-09/24/11	Lillard, Marketa	National Center for Case Study Teaching in Science	Buffalo, NY
09/26/11	Lenhardt, Jenna	Rock the Casbah- Women's Foreign Policy Group Luncheon	NYC
09/28/11	DeFranco, Tony	SUNY/Blackboard Contract and Services Info. Conference	Syracuse, NY
09/28/11	Lawrence, Janice	SUNY Learning Network/Blackboard Regional Meeting	Syracuse, NY
09/29/11-09/30/11	Spencer, Rebecca	16th Annual Conf for Northeast Regional Psychiatric Nursing	Kennebunkport, ME
10/01/11	Cameron, Jeanne	New York State Sociological Association Conf	Loudonville, NY
10/01/11	Keech, Sharon	Cayuga College Child Care Conference	Auburn, NY
10/02/11-10/03/11	Northrop, Cathy	CCPAO Conference	Canandaigua, NY
10/02/11-10/05/11	Campbell, Katrina	NACADA National Conference	Denver, CO

10/03/11	Kessler, Kimberly	CSPA Annuual Conference	Corning, NY
10/03/11-10/06/11	Thompson, Seth	NACADA	Denver, CO
10/05/11-10/07/11	Hammond, Jane	SUNYRA	Niagara Falls, NY
10/7/2011	Armstrong, Colleen	SUNY Operation Inform Conference	TC3
10/7/2011	Doane, Brent	SUNY Operation Inform Conference	TC3
10/7/2011	Drumluk, Sandy	SUNY Operation Inform Conference	TC3
10/7/2011	Keep, Mary Sue	SUNY Operation Inform Conference	TC3
10/7/2011	Manderville, Terry	SUNY Operation Inform Conference	TC3
10/7/2011	Poire, Kelley	SUNY Operation Inform Conference	TC3
10/7/2011	Streb, Tom	SUNY Operation Inform Conference	TC3
10/7/2011	Toxey, Kar-Leam	SUNY Operation Inform Conference	TC3
10/07/11-10/08/11	Thompson, Seth	Men of Color Summit	Brockport, NY
10/09/11-10/12/11	McCabe, Tim	National Assoc for Community College Entrepreneurship	Portland, OR
10/12/11	Ensign, Mary Ellen	FERPA Webinar	TC3
10/13/11-10/14/11	Haynes, Carl	NYCCAP Meeting	Albany, NY
10/16/11-10/18/11	Doskal-Scaffido, Darese	Legal Issues Conference	Burlington, VT
10/18/11	Dovi, Sharon	SHRMTC - Workplace 2020; Baby Boomers and Beyond	Ithaca, NY
10/18/11-10/21/11	Lenhardt, Jenna	EuroCHRIE- Annual Meeting	Dubrovnik, Croatia
10/19/11	Hersey, Olivia	Hackerfest 2011	Rochester, NY
10/19/11	Johnson, Danielle	Round Table - Advisement Updates	TC3
10/19/11	Petrella, John	AVST Webinar-Release 8.0	TC3-Online
10/19/11-10/21/11	Arsenault, Sarah	NYS College/New England College Health Assoc Combined Mtg	Saratoga Springs, NY
10/19/11-10/21/11	Kiechle, Matthew	NYS College/New England College Health Assoc Combined Mtg	Saratoga Springs, NY
10/19/11-10/21/11	Shapleigh, Shari	NYS College/New England College Health Assoc Combined Mtg - Presenter	Saratoga Springs, NY
10/20/11	Doane, Brent	SUNY Operation Inform Conference	Oneonta, NY
10/20/11-10/22/11	Ochs, Scott	CJEANYS (Criminal Justice Educators Association of New York State) Annual Meeting and Conference	Lake Placid, NY
10/21/11	Gilewski, Amber	Successful Teaching Conference	Syracuse, NY
10/21/11	Johnson, Danielle	Successful Teaching Conference	Syracuse, NY
10/21/11	Lawrence, Janice	Successful Teaching Conference (Presenter)	Syracuse, NY
10/21/11-10/25/11	Lenhardt, Jenna	AUDEM- Alliance of Universities for Democracy	Dubrovnik, Croatia
10/22/11	Ensign, Mary Ellen	NYSMATYC Regional Conference	Corning, NY
10/22/11	Putnam, Nancy	NYSMATYC Regional Conference	Corning, NY
10/22/11	Putnam, Tim	NYSMATYC Regional Conference	Corning, NY
10/22/11	Sheldon, Mary	NYSMATYC Regional Conference	Corning, NY
10/23/11-10/25/11	Madeo, Karl	NACEP Conference (National Alliance of Concurrent Enrollment Partnerships)	Mystic, CT
10/23/11-10/25/11	Zeppelin, Victoria	NACEP Conference (National Alliance of Concurrent Enrollment Partnerships)	Mystic, CT
10/25/11-10/27/11	Gilewski, Amber	Open Education Conference	Park City, UT
10/25/11-10/28/11	Christofferson, Marty	Open Educational Resources Conference-Kaleidoscope	Park City, UT
10/25/11-10/28/11	DeFranco, Tony	Open Educational Resources Conference-Kaleidoscope	Park City, UT
10/25/11-10/28/11	Lawrence, Janice	Open Educational Resources Conference-Kaleidoscope	Park City, UT
10/26/11	Petrella, John	AVST Webinar-Release 8.01	TC3-Online
10/28/11	Stavenhagen-Helgren, Tina	Successful Teaching Conference	Syracuse, NY

10/30/11-11/02/11	Nightingale, Michelle	National Orientation Directors Association (NODA) Annual Conference	New Orleans, LA
10/31/11-11/02/11	Dewey, Sue	EACUBO Annual Meeting - Presenter/Panelist Public Private Partnerships Workshop	Hershey, PA
10/31/11-11/02/11	Taetzsch, Blixy	EACUBO Professional Conference	Hershey PA
11/01/11	Cameron, Jeanne	American Educational Studies Association Conf	St. Louis, MO
11/01/11	McMullens, Tamara	NAEYC Conference	Orlando, FL
11/02/11	Petrella, John	Rave Webinar-Release 5.03	TC3-Online
11/02/11-11/05/11	Sammis, Carol	Annual Conference - National Assoc for the Education of Young Childrer	Orlando, FL
11/02/11-11/06/11	Pasto, Linda	National Organization for Associate Degree Nursing Education	Chicago, IL
11/02/11-11/06/11	Sharpe, Kim	National Organization for Associate Degree Nursing Education	Chicago, IL
11/04/11	Lawrence, Janice	E-Text, Open Educational Resources and More (Presenter)	Syracuse, NY
11/04/11-11/05/11	Mercer, Patrick	Cortland Recreation Conference	Cortland, NY
11/09/11	Lee, In Shik	CEANY Annual Conference - Recipient of the Exemplary Prog Award in Course	Turning Stone, NY
11/09/11-11/10/11	Boone, Carolyn	NYS DSC Conference (NYS Disability)	Albany, NY
11/09/11-11/10/11	Haynes, Carl	AACC Global Education Commission	Washington, DC
11/09/11-11/11/11	Lawrence, Janice	Sloan Consortium 2011 Conference (online access to various sessions)	TC3-Online
11/09/11-11/16/11	Azotea, Patty	Heartland User's Group Conference	Clearwater, FL
11/09/11-11/16/11	Sturmer, Tova	Heartland Campus Solutions User's Conference	Clearwater, FL
11/11/11	Bowden, Stephanie	NAEYC Conference	Orlando, FL
11/12/11-11/14/11	Stafford, Susan	International Hotel, Motel and Restaurant Show	NYC
11/15/11-11/16/11	Lee, In Shik	Building Bridges Workshop- Shared Vision for a Socially Just and Ecologically Sound Local Economy in the Tompkins County Region Catalog/Brochure for Green Energy Technology Program	Ithaca, NY
11/16/11	Hersey, Olivia	Association for Contingency Planners Meeting	Rochester, NY
11/17/11	Lawrence, Janice	College Open Textbooks Grantees Webinar	TC3-Online
11/17/11-11/19/11	Jacob, Jake	Critical-thinking Assessment Test: Train-the-Trainer	Boston, MA
11/18/11	Piery, Miguel	American Conf on the Teaching of Foreign Languages	Denver, CO
11/18/11-11/20/11	Gilewski, Amber	Active Minds National Conference	College Park, MD
11/21/11	Lawrence, Janice	Applying Learner-Centered Theory in the Online Environment	TC3-Online
11/30/11	Lawrence, Janice	Badge System Models and Design	TC3-Online
12/02/11	Thompson, Lyn	NEAIR Annual Conference (North East Association for Institutional Research)	Boston, MA
12/03/11	Campbell, Katrina	NCBI workshop	Hudson Valley CC
12/06/11	Lawrence, Janice	Meet OpenClass	TC3-Online
12/06/11	Rees, Douglas	Designing Classrooms in the Digital Age-Webinar	TC3-Online
12/06/11	Rees, Douglas	System Ctr Configuration Mgr: Cert. and Native Mode 101-Webinar	TC3-Online
12/11/11-12/13/11	Haynes, Carl	MSCHE Annual Conference	Washington, DC
12/14/11	Joshua Eberle	Group Crisis Intervention 14 HOURS	International Critical Incident Stress Foundation
12/15/11	Dovi, Sharon	SHRMTC - Empowering HR as a Strategic Partner	Ithaca, NY
12/15/11	Jacob, Jake	Case Study Workshop	TC3
12/16/11	Lawrence, Janice	CourseSmart	TC3-Online
12/17/11	Jacob, Jake	Destination Problem-Based Learning Project: Wkshp #1	Webinar

TOMPKINS CORTLAND COMMUNITY COLLEGE
PROFESSIONAL DEVELOPMENT REPORT
July 2011 - December 2011

JOB SPECIFIC EDUCATION - Includes technical/Computer training, customer service training, legal/compliance training and other job specific programs.

DATE	EMPLOYEE	PROGRAM	LOCATION
On-Going	Voorhees, Amy	ATC Certification Classes	On-Line
July/Aug 2011	Smith, Sherri	Intermediate Access Ed2Go	Online/Ed2Go
06/20/11-07/18/11	Lenhardt, Jenna	Online Course Learning Webinar for Administrators in Interl Ed	Webinar
July 2011	Hollenbeck, Robert	Carpet Care	Owego BOCES
July 2011	Relyea, Joshua	Carpet Care	Owego BOCES
07/01/11	Compagni, Carmella	Great Plains Software Training	TC3
07/19/11	Finnerty, William	Firearms Qualification	IPD range
07/19/11	Gebo, John	Firearms Qualification	IPD range
07/19/11	Finnerty, William	Lead Poisoning	IPD range
07/19/11	Gebo, John	Lead Poisoning	IPD range
07/19/11	Saul, Beau	Firearms Qualification	IPD range
07/19/11	Saul, Beau	Lead Poisoning	IPD range
07/19/11	Finnerty, William	NYS Penal Law - Article 35 Defense of Justification Review	IPD range
07/19/11	Gebo, John	NYS Penal Law - Article 35 Defense of Justification Review	IPD range
07/19/11	Saul, Beau	NYS Penal Law - Article 35 Defense of Justification Review	IPD range
07/27/11-08/01/11	Stafford, Susan	Annual Council of Hotel Restaurant and Institutional Education	Denver, CO
07/27/11-08/01/11	Stafford, Susan	Training Certification Course through Council of Hotel Restaurant and Institutional Education	Denver, CO
08/01/11	Bowden, Stephanie	Adult and Child CPR	Dryden, NY (Red Cross)
08/01/11	Cochran, Heidi	Adult and Child CPR	Dryden, NY (Red Cross)
08/01/11	Keech, Sharon	Adult and Child CPR	Dryden, NY (Red Cross)
08/01/11	McMullens, Tamara	Adult and Child CPR	Dryden, NY (Red Cross)
08/01/11	Nash, Jennifer	Adult and Child CPR	Dryden, NY (Red Cross)
08/08/11	Cochran, Ryan	Firearms Qualification	IPD range
08/08/11	Cosgrove, Israel	Firearms Qualification	IPD range
08/08/11	Jerome, Joseph	Firearms Qualification	IPD range
08/08/11	Thornton, Michael	Firearms Qualification	IPD range
08/08/11	Cochran, Ryan	Lead Poisoning	IPD range
08/08/11	Cosgrove, Israel	Lead Poisoning	IPD range
08/08/11	Jerome, Joseph	Lead Poisoning	IPD range
08/08/11	Thornton, Michael	Lead Poisoning	IPD range
08/08/11	Cochran, Ryan	NYS Penal Law - Article 35 Defense of Justification Review	IPD range

**TOMPKINS CORTLAND COMMUNITY COLLEGE
PROFESSIONAL DEVELOPMENT REPORT
July 2011 - December 2011**

DEGREE RELATED PROGRAMS - list individuals pursuing formal degree programs at TC3 or other institutions.

DATE	EMPLOYEE	PROGRAM	LOCATION
On-going	Hill, Cynthia	TC3 - Associate Degree	TC3
On-going	Davis, Andrew	Bachelor's Degree	On-Line
S/F 2011	Wood, Brandon	Acct.102-Principles of Accounting II	TC3
S/F 2011	Wood, Brandon	Econ.120-Principles of Microeconomics	TC3
S/F 2011	Wood, Brandon	Engl. 102-Approaches to Literature	TC3
July 2011	DeFranco, Tony	Completed Final Course for Master's Deg. Info. Design and Tech.	SUNY IT
Fall 2011	Ahola, Ashley	Parc215-Family Law	TC3
Fall 2011	Ahola, Ashley	Parc220-Wills, Trusts, Estates	TC3
Fall 2011	Dovi, Sharon	MPS - CEI 596 - Seminar Leadership in Organizations	SUNY Stonybrook
Fall 2011	Dovi, Sharon	MPS - CES 518 - Contemporary Issues in Employee Relations	SUNY Stonybrook
Fall 2011	Hersey, Olivia	Business Continuity Planning and Disaster Recovery	Empire State College
Fall 2011	Hersey, Olivia	Social/Professional Issues in IT/IS	Empire State College
Fall 2011	Rees, Douglas	CIS112-Hardware Repair and Maintenance	TC3
Fall 2011	Rees, Douglas	CIS212-Help Desk and User Support	TC3
Fall 2011	Van de Bogart, Patty	Sales Management	Empire State College
10/26/11-12/16/11	Arsenault, Sarah	Statistics	SUNY Delhi, TC3 campus

**TOMPKINS CORTLAND COMMUNITY COLLEGE
PROFESSIONAL DEVELOPMENT REPORT
July 2011 - December 2011**

OTHER DEVELOPMENT ACTIVITIES - various other programs attended by employees.

DATE	EMPLOYEE	PROGRAM	LOCATION
On-going	Pastorello, Karen	Writing "The Progressive Project" a book on Progressivism	
FALL 2011	Lee, In Shik	Ag BioEnergy Interest Group member	Dryden, NY
FALL 2011	Lee, In Shik	Coordinator EARTH Week 2012, Sustainability Council	Dryden, NY
FALL 2011	Lee, In Shik	Planning for ACRES, USDA BioEnergy Conference Grant	Dryden, NY
07/01/11	Carroll, Brian	2012 TC3 Sports Camps Orientation & Workshop	TC3
07/01/11	Compagni, Carmella	2012 TC3 Sports Camps Orientation & Workshop	TC3
07/01/11	Davis, Andrew	2012 TC3 Sports Camps Orientation & Workshop	TC3
07/01/11	Echevirra, Rich	2012 TC3 Sports Camps Orientation & Workshop	TC3
07/01/11	Griffin, Marcia	2012 TC3 Sports Camps Orientation & Workshop	TC3
07/01/11	Little, Charles	2012 TC3 Sports Camps Orientation & Workshop	TC3
07/01/11	McDaniel, Mick	2012 TC3 Sports Camps Orientation & Workshop	TC3
07/01/11	Okaru, Alfred	2012 TC3 Sports Camps Orientation & Workshop	TC3
07/01/11	Rice, Robert	2012 TC3 Sports Camps Orientation & Workshop	TC3
07/01/11	Stevenson, David	2012 TC3 Sports Camps Orientation & Workshop	TC3
09/08/11	Haynes, Carl	Chancellor's/Presidents Meeting	New York City, NY
09/12/11	Yavits, Bob	CTC Roundtable-Best Practices for Angel	TC3
09/14/11	Bickford, Frank	Making Google Work for You	TC3
09/14/11	McDonough, Gerry	Making Google Work for You	TC3
09/14/11	Payne, Lisa	Making Google Work for You	TC3
09/18/11-09/24/11	Lawrence, Janice	Southworth Library Volunteers Annual Booksale	Dryden, NY
09/19/11	Yavits, Bob	CTC Roundtable-Supporting Student Success	TC3
09/21/11	Yavits, Bob	CTC Roundtable-Community of Promise	TC3
09/27/11	Streb, Tom	Tompkins County Counselors Mtg	TST BOCES
09/29/11	Lawrence, Janice	Diversity for Who? Lecture by Dr. Sean Eversley-Bradwell	Ithaca College
10/01/11	Davis, Andrew	NJCAA Coaches Conference - Men's Soccer	TC3
10/01/11	Okaru, Alfred	NJCAA Coaches Conference - Volleyball	Niagara County CC
10/01/11	Rice, Robert	NJCAA Coaches Conference - Women's Soccer	Herkimer County CC
10/03/11	McDonough, Gerry	CTC Roundtable-How to Secure Your Home Wireless Network	TC3
10/03/11	Yavits, Bob	CTC Roundtable-How to Secure Your Home Wireless Network	TC3
10/03/11	McDonough, Gerry	Strengths Spotlights- Adaptability	TC3
10/05/11	Lawrence, Janice	CTC Roundtable-A New Approach for Dealing with Stress	TC3
10/05/11	Payne, Lisa	CTC Roundtable-A New Approach for Dealing with Stress	TC3
10/05/11	Yavits, Bob	CTC Roundtable-A New Approach for Dealing with Stress	TC3
10/07/11	Haynes, Carl	Chancellor's/Presidents Board Chair Meeting	Troy, NY
10/07/11	Payne, Lisa	CTC Roundtable-The ABC's of ADD's	TC3

10/17/11	McDonough, Gerry	Strengths Spotlights- Empathy	TC3
10/19/11	Bickford, Frank	Workshops on Advising	TC3
10/19/11	Boone, Carolyn	Discrimination & Harassment Training	TC3
10/20/11	Streb, Tom	Cortland County Counselorss Mtg	OCM BOCES
10/25/11	Streb, Tom	Tompkins Cuonty Counselors Mtg	TST BOCES
10/26/11	Lawrence, Janice	Identifying and Assisiting Students who Abuse Alcohol and Drugs	TC3
10/28/11	Doane, Brent	Broome County Counselors Meeting	Binghamton, NY
10/31/11	Yavits, Bob	CTC Roundtable-How to Develop a Hybrid Course	TC3
11/01/11	Yavits, Bob	CTC Roundtable-Financial Aid at TC3	TC3
11/07/11	Yavits, Bob	CTC Roundtable-The ABC's of ADD's	TC3
11/16/11	Yavits, Bob	CTC Roundtable-Guest Speaker Dr. Saleem H. Ali	TC3
11/18/11	Streb, Tom	Cortland County Counselors's Mtg	OCM BOCES
11/21/11	Yavits, Bob	CTC Roundtable-eReaders in the Library	TC3
11/25/11	Doane, Brent	Broome County Counselors Meeting	Binghamton
11/29/11	Streb, Tom	Tompkins Cuonty Counselors Mtg	TST BOCES
11/30/11	Streb, Tom	Cortland County Counselorss Mtg	OCM BOCES
11/30/11	Yavits, Bob	CTC Roundtable-Update on the Kaleidoscope Project (Presenter)	TC3
12/01/11-12/02/11	Doskal-Scaffido, Darese	NEACUHO Financial Task Force Planning	Skidmore College
12/06/11	Lee, In Shik	Webinar - Boomtimes: Discussion Among Shale Impacted Regions	Colorado CO/Dryden NY
12/09/11	Doane, Brent	Broome County Counselors Meeting	Binghamton, NY
12/20/11	Streb, Tom	Tompkins County Counselors Mtg	TST BOCES
12/26/11-12/31/11	Taetzsch, Blix	Current Developments - Accounting and Financial Reporting	Self Study
12/26/11-12/31/11	Taetzsch, Blix	Current Developments - Auditing	Self Study
12/26/11-12/31/11	Taetzsch, Blix	NYS Ethics	Self Study
12/26/11-12/31/11	Taetzsch, Blix	Real Estate Accounting and Mathematics	Self Study
12/26/11-12/31/11	Taetzsch, Blix	Specialized Industry GAAP	Self Study
12/26/11-12/31/11	Taetzsch, Blix	Using the Internet for Tax Research	Self Study

TOMPKINS CORTLAND COMMUNITY COLLEGE

TREASURER'S REPORT

JANUARY 31, 2012

TOMPKINS CORTLAND COMMUNITY COLLEGE

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JANUARY 31, 2012

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CAPITAL FUND SUMMARY	PAGE 9

CASH AND TEMPORARY INVESTMENTS - (PAGE 3)

Our present cash in time deposits consists of \$2,465,992 in a money market savings account averaging .20% interest earnings for January and \$417,634 in demand deposits. The maximum amount available for investment will fluctuate with a peak of \$6,000,000 available over the next six months.

ACCOUNTS RECEIVABLE - (PAGE 3)

Accounts Receivable from students of \$12,060,878 is consistent for this time of year. Student receivables are underwritten by various funding agencies such as TAP, PELL, TRA, Student Loan and local employers.

DUE FROM OTHER GOVERNMENTS AND FUNDS - (PAGE 3)

Out of county chargebacks have an outstanding balance of \$390,977. The interfunds account balance of \$2,037,777 consists of federal, state grant and capital payments made by the current operating fund. Reimbursement from other funds is in transit at the end of each period.

LIABILITIES - (PAGE 3)

Payroll Liabilities include amounts due to retirement systems (New York State Retirement and the TIAA-CREF), governmental agencies for payroll-related liabilities, and accrued vacation. Student Financial Aid Liabilities primarily consists of NYS TAP rosters received, and not yet disbursed. Accrued Liabilities represents miscellaneous liabilities such as amounts due to FSA, and various reserves. Due to State governments represents overpayment of state aid in the prior year.

FUND BALANCE - (PAGE 3)

The current fund balance represents surplus revenues over expenditures from prior years.

TOTAL EXPENDITURES - (PAGES 4-6)

As of Jan 31, total expenditures amounted to \$14,556,876 or 40.52% of the 2011-2012 budget. Comparable expenditures for period one last year were \$14,009,771 or 39.59% of the 2010-2011 budget.

TOTAL REVENUES - (PAGE 7)

Revenues to date of \$23,197,473 are 64.6% of the revenue budget. Prior year revenues were \$22,411,619 are 63.3% of total budgeted revenue

CAPITAL FUNDS - (PAGE 9)

The 1994-95 Capital Construction project remaining open is the Campus Master Plan with an amended budget of \$ 7,439,572. To date, \$7,439,572 has been committed for the Campus Master Plan.

The 2000-2001 Capital Construction Budget totals \$7,071,250 for the HVAC System Replacement and Campus Master Plan Update. To date, \$7,068,658 has been committed for 2000-2001 projects.

The 2002-2011 Capital Construction Budgets totals \$37,259,376. As of Jan2011, \$36,408,874 has been committed.

TOMPKINS CORTLAND COMMUNITY COLLEGE
BALANCE SHEET
January 2012

	Current Month 1/31/2012	Previous Month 12/31/2011	Previous Year 1/31/2011
ASSETS			
Cash in Demand Deposit	\$417,634	\$397,241	\$264,064
Cash in Time Deposits	2,465,992	3,521,507	2,420,171
Petty Cash	1,730	1,730	1,730
Accounts Receivable--Students	12,060,878	12,046,846	11,539,877
Accounts Receivable--Misc.	120,094	106,428	144,226
Prepaid Expenses	(74,943)	(71,830)	(105,242)
Due From Other Funds	1,723,994	2,071,555	2,037,777
Due From Sponsor Governments	0		0
Due From State Governments	1,616	1,616	123,171
Due From Other Governments	390,977	642,462	120,273
	<hr/>	<hr/>	<hr/>
TOTAL ASSETS	\$17,107,972	\$18,717,555	\$16,546,047
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LIABILITIES AND SURPLUS			
Vouchers Payable	\$9,567	\$63,005	\$44,365
Payroll Liabilities	1,356,584	1,937,483	1,188,278
Student Financial Aid Liabilities	590,622	555,206	666,597
Accrued Liabilities	1,481,692	1,462,013	5,342,257
Due to Other Funds	4,255,806	4,216,966	47,368
Due to State Governments	0	0	0
Student Tuition Collected in Advance	0	0	100
Fund Balance	1,487,168	1,487,168	1,317,741
Revenue Over (Under) Expenditures	7,926,533	8,995,714	7,939,341
	<hr/>	<hr/>	<hr/>
TOTAL LIABILITIES AND SURPLUS	\$17,107,972	\$18,717,555	\$16,546,047
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TOMPKINS CORTLAND COMMUNITY COLLEGE
APPROPRIATIONS 2011-2012
FINANCIAL REPORT FOR THE PERIOD ENDING JANUARY 31, 2012

				PER CENT YEAR	42.00%
	<u>Original Budget</u>	<u>Modified Budget</u>	<u>Expenditures To Date</u>	<u>Unexpended Balance</u>	<u>% Expended</u>
Instruction					
Personal Services	9,303,403	9,307,943	4,179,188	5,128,755	44.90%
Equipment	7,000	7,000	1,499	5,501	0.00%
Contractual Expenses	4,012,448	4,016,508	1,695,487	2,321,021	42.21%
Employee Benefits	<u>4,456,070</u>	<u>4,456,070</u>	<u>1,463,122</u>	<u>2,992,948</u>	32.83%
Total Instruction	<u>17,778,921</u>	<u>17,787,521</u>	<u>7,339,296</u>	<u>10,448,225</u>	<u>41.26%</u>
Public Service					
Personal Services	17,925	17,925	4,249	13,676	23.70%
Equipment	0	0	0	0	0.00%
Contractual Expenses	475	475	0	475	0.00%
Employee Benefits	<u>5,915</u>	<u>5,915</u>	<u>1,487</u>	<u>4,428</u>	25.14%
Total Public Service	<u>24,315</u>	<u>24,315</u>	<u>5,736</u>	<u>18,579</u>	<u>23.59%</u>
Academic Support					
Personal Services	1,494,240	1,502,129	654,691	847,438	43.58%
Equipment	50,000	50,000	747	49,253	0.00%
Contractual Expenses	283,445	283,445	132,960	150,485	46.91%
Employee Benefits	<u>475,753</u>	<u>475,753</u>	<u>227,557</u>	<u>248,196</u>	<u>47.83%</u>
Total Academic Support	<u>2,303,438</u>	<u>2,311,327</u>	<u>1,015,955</u>	<u>1,295,372</u>	<u>43.96%</u>
Libraries					
Personal Services	428,158	433,014	189,757	243,257	43.82%
Equipment	0		1,509	(1,509)	0.00%
Contractual Expenses	161,143	161,143	86,129	75,014	53.45%
Employee Benefits	<u>136,648</u>	<u>136,648</u>	<u>66,415</u>	<u>70,233</u>	<u>48.60%</u>
Total Libraries	<u>725,949</u>	<u>730,805</u>	<u>343,810</u>	<u>386,995</u>	<u>47.05%</u>

APPROPRIATIONS 2011-2012(Cont.)

PER CENT YEAR

42.00%

	<u>Original Budget</u>	<u>Modified Budget</u>	<u>Expenditures To Date</u>	<u>Unexpended Balance</u>	<u>% Expended</u>
Student Services					
Personal Services	2,949,030	2,982,430	1,228,916	1,753,514	41.21%
Equipment	0	0	0	0	0.00%
Contractual Expenses	1,294,056	1,286,556	456,837	829,719	35.51%
Employee Benefits	<u>940,863</u>	<u>940,863</u>	<u>430,120</u>	<u>510,743</u>	<u>45.72%</u>
Total Student Services	<u>5,183,949</u>	<u>5,209,849</u>	<u>2,115,873</u>	<u>3,093,976</u>	<u>40.61%</u>
Maintenance and Operation of Plant					
Personal Services	2,196,492	2,208,411	931,688	1,276,723	42.19%
Equipment	0	2,675	2,674	1	0.00%
Contractual Expenses	1,218,856	1,216,181	313,822	902,359	25.80%
Employee Benefits	<u>715,840</u>	<u>715,840</u>	<u>326,091</u>	<u>389,749</u>	<u>45.55%</u>
Total Maintenance and Operation of Plant	<u>4,131,188</u>	<u>4,143,107</u>	<u>1,574,275</u>	<u>2,568,832</u>	<u>38.00%</u>
Institutional Support					
Personal Services	1,345,694	1,345,694	576,718	768,976	42.86%
Equipment	0	0	0	0	0.00%
Contractual Expenses	329,839	329,839	111,550	218,289	33.82%
Employee Benefits	<u>442,097</u>	<u>437,320</u>	<u>201,851</u>	<u>235,469</u>	<u>46.16%</u>
Total Institutional Support	<u>2,117,630</u>	<u>2,112,853</u>	<u>890,119</u>	<u>1,222,734</u>	<u>42.13%</u>
General Institutional Services					
Personal Services	1,836,633	1,777,469	694,361	1,083,108	39.06%
Equipment	50,000	50,000	5,330	44,670	0.00%
Contractual Expenses	1,004,888	1,004,888	342,097	662,791	34.04%
Employee Benefits	<u>749,346</u>	<u>754,123</u>	<u>230,022</u>	<u>524,101</u>	<u>30.50%</u>
Total General Institutional Services	<u>3,640,867</u>	<u>3,586,480</u>	<u>1,271,810</u>	<u>2,314,670</u>	<u>35.46%</u>
TOTAL APPROPRIATIONS	<u>35,906,257</u>	<u>35,906,257</u>	<u>14,556,874</u>	<u>21,349,383</u>	<u>40.54%</u>

2011-2012 APPROPRIATIONS
SCHEDULE OF EMPLOYEE BENEFITS

PER CENT YEAR 42.00%

	<u>Original Budget</u>	<u>Modified Budget</u>	<u>Expenditures To Date</u>	<u>Unexpended Balance</u>	<u>% Expended</u>
Retirement Incentives	350,000	350,000	191,397	0	0.00%
State Employee's Retirement	1,025,000	1,025,000	382,455	642,545	37.31%
State Teacher's Retirement	200,000	200,000	81,459	118,541	40.73%
Optional Retirement Fund	1,145,000	1,145,000	489,437	655,563	42.75%
Social Security	1,497,225	1,497,225	637,241	859,984	42.56%
Workers Compensation	130,000	130,000	187,368	(57,368)	144.13%
Misc Employee Benefits	110,000	110,000	72,740	37,260	66.13%
Disability Insurance	13,000	13,000	4,809	8,191	36.99%
Hospital and Medical Insurance	2,968,000	2,968,000	1,175,682	1,792,318	39.61%
Employee Tuition Benefits	165,000	165,000	104,512	60,488	63.34%
Life Insurance	10,000	10,000	4,372	5,628	43.72%
Vacation Benefits	60,000	60,000	25,000	35,000	41.67%
Unemployment Insurance	55,000	55,000	23,776	31,224	0.00%
Total Employee Benefits	7,728,225	7,728,225	3,380,248	4,189,374	43.74%

TOMPKINS CORTLAND COMMUNITY COLLEGE
REVENUE 2011-2012
FINANCIAL REPORT FOR THE PERIOD ENDING JANUARY 31, 2012

PER CENT YEAR 42.00%

	<u>Budget Adopted</u>	<u>Modified Budget</u>	<u>Realized To Date</u>	<u>To Be Realized</u>	<u>% Realized</u>
Tuition					
Fall & Spring	\$15,193,985	\$15,193,985	13,722,211	1,471,774	90.31%
Summer	1,159,208	1,159,208	0	1,159,208	0.00%
Nonresident Tuition	1,206,960	1,206,960	1,505,665	(298,705)	124.75%
Student Fee Revenue (Tech Fee)	1,100,000	1,100,000	992,750	107,250	90.25%
Total Tuition	<u>18,660,153</u>	<u>18,660,153</u>	<u>16,220,626</u>	<u>2,439,527</u>	<u>86.93%</u>
Government Appropriations					
New York State	9,140,135	9,140,135	4,396,654	4,743,481	48.10%
Local Sponsors	4,254,915	4,254,915	670,149	3,584,766	15.75%
Appropriated Cash Surplus				0	
Charges to Other Counties	<u>2,700,400</u>	<u>2,700,400</u>	<u>1,708,998</u>	991,402	<u>63.29%</u>
Total Government Appropriations	<u>16,095,450</u>	<u>16,095,450</u>	<u>6,775,801</u>	<u>9,319,649</u>	<u>42.10%</u>
Other Revenues					
Service Fees	147,700	147,700	54,438	93,262	36.86%
Interest Earnings	15,000	15,000	3,057	11,943	20.38%
Rental of Real Property	26,500	26,500	7,520	18,980	28.38%
Contract Courses	105,000	105,000	38,754	66,246	36.91%
Noncredit Tuition	135,000	135,000	39,434	95,566	29.21%
Grant Offsets	171,000	171,000	44,241	126,759	25.87%
Unclassified Revenues	<u>35,003</u>	<u>35,003</u>	<u>13,603</u>	<u>21,400</u>	<u>38.86%</u>
Total Other Revenues	<u>635,203</u>	<u>635,203</u>	<u>201,047</u>	<u>434,156</u>	<u>31.65%</u>
TOTAL REVENUES	<u>\$35,390,806</u>	<u>\$35,390,806</u>	<u>\$23,197,474</u>	<u>\$12,193,332</u>	<u>65.55%</u>

**TOMPKINS CORTLAND COMMUNITY COLLEGE
CURRENT OPERATING FUND - CASH FORECAST
JAN 2012 TO MAY 2012**

	<u>JANUARY</u>	<u>FEBRUARY</u>	<u>MARCH</u>	<u>APRIL</u>	<u>MAY</u>
<u>CASH BALANCE - BEGINNING OF PERIOD</u>	<u>\$3,920,478</u>	<u>\$2,885,356</u>	<u>\$4,088,935</u>	<u>\$6,167,347</u>	<u>\$3,885,926</u>
<u>RECEIPTS</u>					
Student Accounts Receivable	\$1,371,649	\$400,000	\$500,000	\$550,000	\$550,000
Student Financial Aid	\$419,425	\$3,800,000	\$7,900,000	\$125,000	\$125,000
Sponsor Payments	\$670,149	\$393,579	\$670,149	\$393,579	\$393,579
Chargebacks to Other Counties	\$221,121	\$10,000	\$25,000	\$675,000	\$675,000
State Aid	\$0	\$0	\$2,210,763	\$0	\$0
Repayment of Grant Fund Advances	\$1,380	\$25,000	\$25,000	\$15,000	\$15,000
Repayment of Capital Fund Advances	\$0	\$0			
Other Receipts	<u>\$207,118</u>	<u>\$60,000</u>	<u>\$150,000</u>	<u>\$150,000</u>	<u>\$150,000</u>
Projected Cash Receipts	<u>\$2,890,842</u>	<u>\$4,688,579</u>	<u>\$11,480,912</u>	<u>\$1,908,579</u>	<u>\$1,908,579</u>
<u>DISBURSEMENTS</u>					
Payments to Students	\$64,613	\$160,000	\$5,000,000	\$400,000	\$400,000
Accounts Payable	\$2,359,956	\$1,500,000	\$2,600,000	\$1,975,000	\$1,975,000
Payroll and Fringe Benefits	\$1,434,698	\$1,800,000	\$1,800,000	\$1,800,000	\$1,800,000
Grant Fund Advances	\$44,300	\$25,000	\$2,500	\$15,000	\$15,000
Capital Fund Advances	<u>\$22,397</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
Projected Cash Disbursements	<u>\$3,925,964</u>	<u>\$3,485,000</u>	<u>\$9,402,500</u>	<u>\$4,190,000</u>	<u>\$4,190,000</u>
<u>PROJECTED CASH BALANCE - END OF PERIOD</u>					
MONEY MARKET/ SAVINGS	\$2,835,354	\$4,038,932	\$6,117,346	\$3,835,924	\$1,554,503
CASH IN TIME DEPOSITS	<u>\$50,002</u>	<u>\$50,003</u>	<u>\$50,001</u>	<u>\$50,002</u>	<u>\$50,002</u>
TOTAL CASH IN TIME DEPOSITS	\$2,885,356	\$4,088,935	\$6,167,347	\$3,885,926	\$1,604,505

**TOMPKINS CORTLAND COMMUNITY COLLEGE
CAPITAL FUND SUMMARY
FINANCIAL REPORT FOR THE PERIOD ENDING JAN 31, 2012**

	<u>Original Budget</u>	<u>Amended Budget</u>	<u>Expenditures To Date</u>	<u>Encumbrances</u>	<u>Total Committed</u>	<u>Uncommitted Budget</u>
<u>CAPITAL CONSTRUCTION 1994-95</u>						
Campus Master Plan	<u>8,689,572</u>	<u>7,439,572</u>	<u>7,439,572</u>	<u>0</u>	<u>7,439,572</u>	<u>0</u>
TOTAL	<u>8,689,572</u>	<u>7,439,572</u>	<u>7,439,572</u>	<u>0</u>	<u>7,439,572</u>	<u>0</u>
<u>CAPITAL CONSTRUCTION 2000-2001</u>						
HVAC System Replacement	<u>5,571,250</u>	<u>7,071,250</u>	<u>7,068,658</u>	<u>0</u>	<u>7,068,658</u>	<u>2,592</u>
TOTAL	<u>5,571,250</u>	<u>7,071,250</u>	<u>7,068,658</u>	<u>0</u>	<u>7,068,658</u>	<u>2,592</u>
<u>CAPITAL CONSTRUCTION 2002-2009</u>						
Administrative Costs	1,236,384	3,671,657	3,588,204	0	3,588,204	83,453
Site Improvements (Phase 1A)	1,332,100	1,854,054	1,854,054	0	1,854,054	0
Athletic Facility Construction (Phase 1B)	15,546,945	15,854,487	15,664,691	0	15,664,691	189,796
Interior Renovations (Phase 2A)	2,411,195	2,531,654	2,531,654	0	2,531,654	0
Interior Renovations (Phase 2B)	5,667,505	6,485,024	6,485,024	0	6,485,024	0
Interior Renovations (Phase 2C)	2,307,885	2,419,883	2,419,048	0	2,419,048	835
Office Renovations	135,395	137,113	137,113	0	137,113	0
Field Irrigation/Water Conservation	177,000	246,701	246,750	0	246,750	-49
Furniture Fixtures & Equipment	1,452,803	1,452,803	1,471,398	0	1,471,398	-18,595
TOTAL	<u>30,267,212</u>	<u>34,653,376</u>	<u>34,397,936</u>	<u>0</u>	<u>34,397,936</u>	<u>171,987</u>
CLASSROOM PROJECT 2008-2009	<u>2,000,000</u>	<u>2,000,000</u>	<u>1,601,779</u>	<u>0</u>	<u>1,601,779</u>	<u>398,221</u>
ELECTRICAL PANEL PROJECT 2009-2010	<u>1,600,000</u>	<u>606,000</u>	<u>409,159</u>	<u>0</u>	<u>409,159</u>	<u>196,841</u>
<u>CAPITAL CASH SUMMARY</u>						
<u>CASH BALANCE - JAN 1, 2012</u>						
Campus Master Plan Money Market	50,751					
Cash in time Deposits	<u>904,945</u>					
		<u>\$955,696</u>				
<u>DISBURSEMENTS</u>						
Athletic Facility						
Savings Reimburse Advance from Operati					0	
Debt Service Payment					0	
MM Reimburse Advane from Oper					0	
HVAC Replacement					0	
Campus Master Plan					0	
					<u>0</u>	
<u>CASH BALANCE -JAN 31, 2012</u>						
Campus Master Plan Money Market					50,759	
Cash in Time Deposits					<u>935,310</u>	
						<u>\$986,069</u>
<u>CASH RECEIPTS</u>						
County Payment - Campus Master Plan	0					
State Aid	0					
Reimburse from interfunds	0					
Investment Income - Savings	0					
Investment Income - CMP	8					
Chargeback Revenue	<u>30,365</u>					
		<u>\$30,373</u>				

**TOMPKINS CORTLAND COMMUNITY COLLEGE
RESOLUTION 2011-2012-23**

APPOINTMENT OF PERSONNEL

WHEREAS, The Department of Human Resources has confirmed that each of the individuals identified on the attached list possesses credentials necessary for the appointments indicated, and

WHEREAS, it also has been confirmed that each of the listed individuals has accepted all requisite conditions for appointment, and

WHEREAS, each of the listed individuals also has been recommended for his or her appointment by the President, be it therefore

RESOLVED, that the Board of Trustees of Tompkins Cortland Community College hereby appoints the individuals listed on the attachment.

STATE OF NEW YORK:

SS:

COUNTY OF TOMPKINS:

I, CATHY A. NORTHROP, CLERK of the Board of Trustees of Tompkins Cortland Community College, **DO HEREBY CERTIFY** the foregoing resolution is a true copy of a resolution duly adopted by the Board of Trustees of Tompkins Cortland Community College at a regular meeting of said Board on the 23rd day of February 2012, and the same is a complete copy of the whole of such resolution.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the official seal of Tompkins Cortland Community College to be hereunto affixed this 23rd day of February 2012.

Clerk of the Board of Trustees
Tompkins Cortland Community College

Tompkins Cortland Community College
Appointment of Personnel
February 15, 2012
Presented to the Board of Trustees

Employee	Department	Title/Rank	Grade	Salary	Employment Dates
Aiken, Alicia	Counseling, Career & Transfer Svcs. - Parthways Advocate	Adjunct	N/A	10120.00	1/03/12 - 6/30/12
VanSant, Susanna	Adjunct Reference Librarian	Adjunct	N/A	9,772.00	1/03/12 - 5/18/12
Williams, Heather	Academic Advisement services	Adjunct	N/A	391.00	1/03/12 - 1/14/12
Grimm, Mark	Dr. Lucille S. Baker Center for Learning	Tutor	N/A	3,450.00	1/15/12 - 5/18/12
Haffenden, Trena	Dr. Lucille S. Baker Center for Learning	Tutor	N/A	3,450.00	1/15/12 - 5/18/12
Iacobucci, Alaina	Dr. Lucille S. Baker Center for Learning	Tutor	N/A	2,453.11	1/15/12 - 5/18/12
Janik, Carol	Academic Advisement services	Adjunct	N/A	675.00	1/15/12 - 5/18/12
Williams, Heather	Academic Advisement services	Adjunct	N/A	379.50	1/15/12 - 1/25/12
Richards, David	BUAD 261-GC2 - Disney	Adjunct	N/A	5,775.00	1/15/12 - 7/12/12
Bell, Annette	Cornell's Academic English for Graduate Students program	Adjunct	N/A	5,475.00	1/23//12 - 5/18/12
Bierce, Rose	Dr. Lucille S. Baker Center for Learning	Tutor	N/A	4,140.00	1/23//12 - 5/18/12
Bland, Susan	Cornell's Academic English for Graduate Students program	Adjunct	N/A	9,241.34	1/23//12 - 5/18/12
Block, Karla	Adjunct Reference Librarian	Adjunct	N/A	9,772.00	1/23//12 - 5/18/12
Bruce, Melissa	Dr. Lucille S. Baker Center for Learning	Tutor	N/A	6,555.00	1/23//12 - 5/18/12
DeGaetano, Margaret	Dr. Lucille S. Baker Center for Learning	Tutor	N/A	8,064.00	1/23//12 - 5/18/12
Haffenden, Trena	Cornell's Academic English for Graduate Students program	Adjunct	N/A	4,030.71	1/23//12 - 5/18/12
MacDowell, Gary	Health Courses Coordinator	Adjunct	N/A	854.91	1/23//12 - 5/18/12
MacDowell, Gary	Co-Chair Fitness Courses	Adjunct	N/A	397.46	1/23//12 - 5/18/12
Perkins, Donald	Engineering duties in the radio studio	Adjunct	N/A	1,400.00	1/23//12 - 5/18/12
Rozak, Rebecca	Access and Equity Specialist	Adjunct	N/A	4,554.00	1/23//12 - 5/18/12
Rozak, Rebecca	Dr. Lucille S. Baker Center for Learning	Tutor	N/A	4,784.00	1/23//12 - 5/18/12
Sabol, Zenta	Dr. Lucille S. Baker Center for Learning	Tutor	N/A	10,350.00	1/23//12 - 5/18/12
Sills, Angie	Dr. Lucille S. Baker Center for Learning	Tutor	N/A	2,999.10	1/23//12 - 5/18/12
Stapley, Scott	Dr. Lucille S. Baker Center for Learning	Tutor	N/A	1,153.50	1/23//12 - 5/18/12
Swirski, Rachael	Dr. Lucille S. Baker Center for Learning	Tutor	N/A	2,453.11	1/23//12 - 5/18/12
van der Veur	Cornell's Academic English for Graduate Students program	Adjunct	N/A	3,847.50	1/23//12 - 5/18/12
Williams, Heather	Dr. Lucille S. Baker Center for Learning	Tutor	N/A	6,520.50	1/23//12 - 5/18/12
Williams, Heather	Develop/implement a pilot early academic alert program	Adjunct	N/A	3,128.00	1/23//12 - 5/18/12
Wyatt, Simon	Dr. Lucille S. Baker Center for Learning	Tutor	N/A	2,768.40	1/23//12 - 5/18/12
Weatherby, Gregg	Grading verification	Adjunct	N/A	50.00	01/24/12
Abbiati, Silvia	ITAL101 HY1 ITAL102 HY1	Adjunct	N/A	5,490.00	1/26/12 - 5/18/12
Ahmed, Ahmed	CHEM206 ME50 CHEM107 ME50	Adjunct	N/A	9,555.00	1/26/12 - 5/18/12
Almann, Nancy	BIOL202 ME50	Adjunct	N/A	5,512.50	1/26/12 - 5/18/12
Altmann, Herman	BIOL102 M01 BIOL102 ME50 BIOL102 M03	Adjunct	N/A	11,025.00	1/26/12 - 5/18/12
Anderson, Susan	ART 122 ME50	Adjunct	N/A	3,675.00	1/26/12 - 5/18/12
Andrews, Patricia	PSYC103 M15 PSYC101 M02 PSYC101 M03	Adjunct	N/A	9,450.00	1/26/12 - 5/18/12
Arnold, Melanie	COMM140 M01 COMM115 M01 COMM245 M01 COMM110 M01	Adjunct	N/A	9,547.79	1/26/12 - 5/18/12
Barker, Jaime	BIOL132 ME50	Adjunct	N/A	4,488.75	1/26/12 - 5/18/12
Barrett, Allison	ENGL101 M06 ENGL101 M02 ENGL101 M01	Adjunct	N/A	7,695.00	1/26/12 - 5/18/12
Bechtold, Charles	MATH095 M14 MATH100 ME50	Adjunct	N/A	7,350.00	1/26/12 - 5/18/12
Bieber, Erin	HSTY111 M01 HSTY202 M03 HSTY111 M02	Adjunct	N/A	8,820.00	1/26/12 - 5/18/12
Bierce, Rose	MATH090 M09	Adjunct	N/A	3,220.00	1/26/12 - 5/18/12
Bischoff, Mark	MATH132 M04 MATH100 M08 MATH100 M06	Adjunct	N/A	8,235.00	1/26/12 - 5/18/12
Blom, Ronna	NURS 225-M25 Fld	Adjunct	N/A	10,065.00	1/26/12 - 5/18/12
Boden, Brandy	SOCE150 ME50 RECR150 ME50	Adjunct	N/A	2,565.00	1/26/12 - 5/18/12
Booth, Mark	CHEM101 M01 CHEM101 M02	Adjunct	N/A	8,235.00	1/26/12 - 5/18/12
Brazil, Nicholle	PSYC103 M08	Adjunct	N/A	2,415.00	1/26/12 - 5/18/12
Bronfenbrenner, Mary	GERM101 M01 ENGL101 M22	Adjunct	N/A	4,830.00	1/26/12 - 5/18/12
Brown, Stan	MATH200 ME50	Adjunct	N/A	3,150.00	1/26/12 - 5/18/12
Brumberg, Adam	WINE202 ME50	Adjunct	N/A	2,415.00	1/26/12 - 5/18/12
Brunner, Tracey	Forum Secretary	Adjunct	N/A	836.35	1/26/12 - 5/18/12

Tompkins Cortland Community College
Appointment of Personnel
February 15, 2012
Presented to the Board of Trustees

Employee	Department	Title/Rank	Grade	Salary	Employment Dates
Buchanan, Patricia	ENGL099 M06 ENGL099 M09	Adjunct	N/A	8,400.00	1/26/12 - 5/18/12
Buchanan, Patricia	CTC Adjunct Services Coordinator	Adjunct	N/A	3,150.00	1/26/12 - 5/18/12
Buzzard, Michelle	ENGL100 I30	Adjunct	N/A	2,415.00	1/26/12 - 5/18/12
Cameron, Andrew	MATH132 M02 MATH090 M03	Adjunct	N/A	5,985.00	1/26/12 - 5/18/12
Canay, Joaquin	FITN180 M01	Adjunct	N/A	1,207.50	1/26/12 - 5/18/12
Carpenter, Regina	ECHD125 M01 ECHD110 M01 HUMS125 M01 ECHD110 ME50	Adjunct	N/A	8,820.00	1/26/12 - 5/18/12
Carr, Jack	ENGL100 CE66	Adjunct	N/A	3,150.00	1/26/12 - 5/18/12
Carr, Kyle	COMM250 M01 COMM112 M01 COMM145 M01 COMM111 M01	Adjunct	N/A	6,413.36	1/26/12 - 5/18/12
Carr, Kyle	Communications Cage coverage and tutoring	Adjunct	N/A	3,908.80	1/26/12 - 5/18/12
Carroll, Patrick	FITN130 M14 FITN230 M24	Adjunct	N/A	1,207.50	1/26/12 - 5/18/12
Carter, Michele	PSYC207 M02 PSYC205 M01 PSYC207 M01	Adjunct	N/A	7,695.00	1/26/12 - 5/18/12
Cassidy, Joseph	ENGL099 IE62	Adjunct	N/A	3,420.00	1/26/12 - 5/18/12
Cattan, Charmain	ACCT101 M02	Adjunct	N/A	3,660.00	1/26/12 - 5/18/12
Cattan, Charmain	BUAD 261-GC3 - Disney	Adjunct	N/A	2,745.00	1/26/12 - 5/18/12
Chapman, Robert	POSC103 M03 POSC104 M01	Adjunct	N/A	5,490.00	1/26/12 - 5/18/12
Clay, Merryn	ESL 103 M01 ESL 105 M01	Adjunct	N/A	7,245.00	1/26/12 - 5/18/12
Cloutier, Scott	MATH090 IE62 MATH095 I30	Adjunct	N/A	6,440.00	1/26/12 - 5/18/12
Colasurdo, PollyAnn	NURS 225-M23 Fid	Adjunct	N/A	1,495.00	1/26/12 - 5/18/12
Coleman, Cynthia	SOCI101 AL1 SOCI101 AL3 SOCI101 M13	Adjunct	N/A	9,450.00	1/26/12 - 5/18/12
Conners, John	GEOL101 ME50	Adjunct	N/A	3,202.50	1/26/12 - 5/18/12
Cook, Lisa	MATH090 M11 MATH095 M03	Adjunct	N/A	7,320.00	1/26/12 - 5/18/12
Cooper, Joanne	MATH095 M04 MATH100 M01 MATH095 M01	Adjunct	N/A	9,405.00	1/26/12 - 5/18/12
Copelan, Summer	ENGL101 M20	Adjunct	N/A	2,415.00	1/26/12 - 5/18/12
Cornish, Erin	MATH090 M04 MATH109 M01 MATH109 M02	Adjunct	N/A	8,550.00	1/26/12 - 5/18/12
Cowan, Richard	MATH201 ME50	Adjunct	N/A	4,200.00	1/26/12 - 5/18/12
Crane, Nancy	SPAN102 M01 SPAN102 HY1	Adjunct	N/A	6,300.00	1/26/12 - 5/18/12
Curtis, Benjamin	CONT208 M01 CONT115 M21	Adjunct	N/A	5,390.00	1/26/12 - 5/18/12
Daehn, James	MATH109 AL1	Adjunct	N/A	5,130.00	1/26/12 - 5/18/12
Dafoe, Nancy	ENGL099 CE66	Adjunct	N/A	3,220.00	1/26/12 - 5/18/12
Davis, Andrew	HLTH126 M04	Adjunct	N/A	855.00	1/26/12 - 2/29/12
Decker, Aaron	ENGL100 M19 ENGL100 M17 ENGL099 M10	Adjunct	N/A	8,550.00	1/26/12 - 5/18/12
DeGaetano, Margaret	METR101 AL1	Adjunct	N/A	3,430.00	1/26/12 - 5/18/12
DeRado, Dennis	SPAN101 C43	Adjunct	N/A	4,410.00	1/26/12 - 5/18/12
Dickerson, Nancy	HUMS110 M01 HUMS128 M01 SOCI201 ME50 HUMS110 M02	Adjunct	N/A	11,025.00	1/26/12 - 5/18/12
Donlick, Christel	MATH100 CE66 MATH095 C33	Adjunct	N/A	6,405.00	1/26/12 - 5/18/12
Dragone, Nicholle	ENGL101 M09 ENGL100 M04	Adjunct	N/A	5,130.00	1/26/12 - 5/18/12
Drake, Melvyn	MUSI103 M01	Adjunct	N/A	1,470.00	1/26/12 - 5/18/12
Drumluk, Amy	PSYC103 ME50	Adjunct	N/A	2,565.00	1/26/12 - 5/18/12
Earley, Bernard	ENGL101 AL2 ENGL100 AL2 ENGL100 AL1	Adjunct	N/A	9,450.00	1/26/12 - 5/18/12
Eckert, Regina	HSTY202 M08 HSTY202 M07	Adjunct	N/A	4,830.00	1/26/12 - 5/18/12
Edgecomb, Patricia	CAPS141 AL1 CAPS123 AL1	Adjunct	N/A	3,430.98	1/26/12 - 5/18/12
Edmond, Amy	Forum Co-Chair	Adjunct	N/A	1,103.86	1/26/12 - 5/18/12
Eisenberg, Seth	PARA101 AL2 PARC101 AL2	Adjunct	N/A	2,940.00	1/26/12 - 5/18/12
Eller, Dawn	BIOL132 M04 BIOL132 M03	Adjunct	N/A	9,607.50	1/26/12 - 5/18/12
Emilian, Catherine	DRAF118 M01	Adjunct	N/A	3,633.75	1/26/12 - 5/18/12
Emmart, Michael	CRJU212 M01 CRJU105 AL1 HUMS212 M01	Adjunct	N/A	4,830.00	1/26/12 - 5/18/12
Estep, Nancy	ECHD225 AL1 ECHD125 AL1 HUMS225 AL1 HUMS125 AL1	Adjunct	N/A	5,130.00	1/26/12 - 5/18/12
Esworthy, Barrett	HSTY202 M02 HSTY202 M01	Adjunct	N/A	5,490.00	1/26/12 - 5/18/12
Farah, Fred	GEOL125 M01 PHSC104 ME50 BIOL125 M01	Adjunct	N/A	9,555.00	1/26/12 - 5/18/12
Feavearyear, Jody	ASTR101 IE62	Adjunct	N/A	2,940.00	1/26/12 - 5/18/12
Fey, James	FITN130 M16 FITN230 M26	Adjunct	N/A	1,207.50	1/26/12 - 5/18/12

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Employee	Department	Title/Rank	Grade	Salary	Employment Dates
Finn, Bradley	HLTH208 AL1	Adjunct	N/A	3,150.00	1/26/12 - 5/18/12
Fuller, Harold	ASTR101 CE66	Adjunct	N/A	2,415.00	1/26/12 - 5/18/12
Galezo, David	PHIL101 IE62 PHIL201 M01 PHIL101 AL1	Adjunct	N/A	9,450.00	1/26/12 - 5/18/12
Gammage-Sikora, Gina	SPAN101 M01 SPAN101 IE62	Adjunct	N/A	9,450.00	1/26/12 - 5/18/12
Garrighan, Patricia	ENGL204 M01 ENGL204 M02 ENGL201 M05	Adjunct	N/A	9,450.00	1/26/12 - 5/18/12
Garrity, Kathleen	FITN204 M01 FITN205 M01	Adjunct	N/A	1,575.00	1/26/12 - 5/18/12
Gesin, Jonathan	CRJU110 M03	Adjunct	N/A	2,415.00	1/26/12 - 5/18/12
Gilbert, Mary	ENGL204 AL2 ENGL204 AL1	Adjunct	N/A	7,875.00	1/26/12 - 5/18/12
Gillis, Andrew	ART 111 M03 ART 111 M04	Adjunct	N/A	6,860.00	1/26/12 - 5/18/12
Gowe, Kathleen	NURS 120-M26 FLD	Adjunct	N/A	1,495.00	1/26/12 - 5/18/12
Granison, Henry	PARC101 AL1 PARA101 AL1	Adjunct	N/A	2,940.00	1/26/12 - 5/18/12
Grant, Elizabeth	ENGL101 M16 ENGL101 M18	Adjunct	N/A	5,880.00	1/26/12 - 5/18/12
Grove, Kyle	ENGL101 M07 ENGL100 M10	Adjunct	N/A	4,830.00	1/26/12 - 5/18/12
Gustafson, Wayne	PSYC101 MLC3 ENGL099 MLC3 PSYC101 M01	Adjunct	N/A	8,550.00	1/26/12 - 5/18/12
Gutchess, Elizabeth	ENGL226 AL1	Adjunct	N/A	3,150.00	1/26/12 - 5/18/12
Haaland, Andrew	CAPS111 AL1 CAPS121 AL1 CAPS131 AL4 CAPS121 AL2 CAPS111 AL2 CAPS131 AL3 CAPS111 AL3 CAPS121 AL3	Adjunct	N/A	9,802.80	1/26/12 - 5/18/12
Hamilton, Thomas	CONT216 M01	Adjunct	N/A	2,137.50	1/26/12 - 5/18/12
Han, Man-Young	SPMT270 M01	Adjunct	N/A	2,565.00	1/26/12 - 5/18/12
Haralson, Annemiek	NURS 120-M24 Fld	Adjunct	N/A	8,855.00	1/26/12 - 5/18/12
Hartnett, Gerri-Ann	PSYC205 CE66	Adjunct	N/A	2,415.00	1/26/12 - 5/18/12
Hassett, Joseph	HLTH126 M01 FITN216 ME50 HLTH205 M01 FITN101 M01	Adjunct	N/A	6,860.00	1/26/12 - 5/18/12
Haynes, Susan	ACCT101 M01 ACCT101 IE62	Adjunct	N/A	8,400.00	1/26/12 - 5/18/12
Hazard, Andrea	CHEM101 M03 BIOL104 M02	Adjunct	N/A	8,336.25	1/26/12 - 5/18/12
Hemingway Jones, Kathy	ENGL101 M11 ENGL201 M03	Adjunct	N/A	5,130.00	1/26/12 - 5/18/12
Hesse, Ralph	PSYC103 M02 PSYC103 M04 PSYC209 M02	Adjunct	N/A	9,450.00	1/26/12 - 5/18/12
Hillis, Patrick	PSYC103 M16 PSYC101 M04	Adjunct	N/A	4,830.00	1/26/12 - 5/18/12
Hinkle, Janice	BUAD203 M01 OFFC221 M01 BUAD203 M02	Adjunct	N/A	10,045.00	1/26/12 - 5/18/12
Hoffmann, Carolyn	BUAD202 AL1	Adjunct	N/A	2,565.00	1/26/12 - 5/18/12
Hogben, Bernard	HUMS111 ME50	Adjunct	N/A	2,565.00	1/26/12 - 5/18/12
Hopkins, Marshall	ART 110 M01 ART 110 M02 ART 117 M02	Adjunct	N/A	8,452.50	1/26/12 - 5/18/12
Iacobucci, Christine	SOCI101 M05 ANTH202 M03	Adjunct	N/A	5,130.00	1/26/12 - 5/18/12
Jones, Maxine	MATH100 M04 MATH100 M07 MATH100 M02	Adjunct	N/A	8,235.00	1/26/12 - 5/18/12
Jones, Paula	BIOL114 CE43	Adjunct	N/A	2,745.00	1/26/12 - 5/18/12
Jones, Stephen	SOCI101 I30	Adjunct	N/A	3,150.00	1/26/12 - 5/18/12
Kaplan, Susan	ENGL099 M05 ENGL099 M08	Adjunct	N/A	7,320.00	1/26/12 - 5/18/12
Kempf, Catherine	HSTY101 M01	Adjunct	N/A	2,565.00	1/26/12 - 5/18/12
Kidder, Jennifer	GEOL101 M01 GEOL101 M02	Adjunct	N/A	6,405.00	1/26/12 - 5/18/12
Kirk, Benjamin	MATH109 ME50	Adjunct	N/A	2,415.00	1/26/12 - 5/18/12
Klimaszewski, Nicolai	ART 111 M01 ART 111 M02	Adjunct	N/A	6,860.00	1/26/12 - 5/18/12
Kobre, Michael	BIOL114 M01 BIOL114 AL1 BIOL114 M02	Adjunct	N/A	9,450.00	1/26/12 - 5/18/12
Kreiner, Kevin	HSTY202 I30	Adjunct	N/A	2,565.00	1/26/12 - 5/18/12
Kuck, Carol	NURS 120-M25 Fld, NURS 225-M25 Fld	Adjunct	N/A	3,175.90	1/26/12 - 5/18/12
Kyle, John	CAPS131 M07 CAPS121 M05 CAPS131 M06 CAPS111 M06 CAPS121 M07 CAPS111 M07 CAPS121 M08 CAPS131 M05 CAPS111 M08	Adjunct	N/A	11,028.15	1/26/12 - 5/18/12
Labuff, Cynthia	RDNG116 M11	Adjunct	N/A	2,415.00	1/26/12 - 5/18/12
Lafaye, Hobit	FITN208 AL1	Adjunct	N/A	1,282.50	1/26/12 - 5/18/12
Lamey, Timothy	FITN213 M01 FITN213 ME50 HLTH206 M02	Adjunct	N/A	5,490.00	1/26/12 - 5/18/12
Lane, Becky	ENGL200 M01 ENGL135 M01	Adjunct	N/A	3,420.00	1/26/12 - 5/18/12
LaRosa, Laura	ENGL099 M13 ENGL099 M04	Adjunct	N/A	6,840.00	1/26/12 - 5/18/12

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Lattimore, Kathy	ENGL101 CE66	Adjunct	N/A	3,150.00	1/26/12 - 5/18/12
Lawless, Jeannie	BIOL100 M01 BIOL114 ME50	Adjunct	N/A	6,370.00	1/26/12 - 5/18/12
Lee, In Shik	ART 114 M03	Adjunct	N/A	3,430.00	1/26/12 - 5/18/12
Less, Deborah	ENGL204 M03	Adjunct	N/A	2,745.00	1/26/12 - 5/18/12
Lillard, Marketa	BIOL100 M02 BIOL101 M01 CHEM102 M01	Adjunct	N/A	9,618.75	1/26/12 - 5/18/12
Lipa, Thomas	CDSC101 M01 HLTH207 IE62	Adjunct	N/A	6,300.00	1/26/12 - 5/18/12
Lloyd, Evan	CAPS111 M01 CAPS121 M01 CAPS121 M02 CAPS121 M09	Adjunct	N/A	3,757.74	1/26/12 - 4/12/12
Loop, Jill	ENGL201 M06 ENGL101 IE62 ENGL100 M18	Adjunct	N/A	7,245.00	1/26/12 - 5/18/12
Loop, Mead	ENGL201 IE62	Adjunct	N/A	2,940.00	1/26/12 - 5/18/12
Lovelace-Ross, Kristin	MATH200 IE35 MATH200 M04	Adjunct	N/A	5,490.00	1/26/12 - 5/18/12
MacDowell, Gary	HLTH206 M01 FITN215 M01	Adjunct	N/A	4,725.00	1/26/12 - 5/18/12
MacRae, Austin	ENGL100 M12	Adjunct	N/A	2,940.00	1/26/12 - 5/18/12
Manning, Kaeti	PHIL101 M02 PHIL101 M01	Adjunct	N/A	4,830.00	1/26/12 - 5/18/12
Marie, Jill	ENGL103 M01 ENGL101 M13 ENGL100 M06	Adjunct	N/A	9,450.00	1/26/12 - 5/18/12
Markins, Jason	ENGL101 M12	Adjunct	N/A	2,415.00	1/26/12 - 5/18/12
Martin, Angela	ESL 101 M01	Adjunct	N/A	6,440.00	1/26/12 - 5/18/12
McCabe, Thomas	ENGL201 M02 ENGL100 M05	Adjunct	N/A	5,880.00	1/26/12 - 5/18/12
McGory, Randy	CAPS131 CE66 BIOL101 M02 BIOL101 M03 CAPS111 CE66 CAPS121 CE66	Adjunct	N/A	9,608.42	1/26/12 - 5/18/12
Meyer, Denise	ART 130 M01 ART 130 M02 ART 130 ME50	Adjunct	N/A	11,025.00	1/26/12 - 5/18/12
Miller, Jennifer	NURS 225-M22 Fld	Adjunct	N/A	1,495.00	1/26/12 - 5/18/12
Millman-Brown, Randi	ART 102 IE62 ART 104 ME50	Adjunct	N/A	5,490.00	1/26/12 - 5/18/12
Miroiu, Mihai	FREN102 IE62 FREN102 M01	Adjunct	N/A	6,300.00	1/26/12 - 5/18/12
Moose, Barbara	NURS 120-M25 Fld	Adjunct	N/A	9,405.00	1/26/12 - 5/18/12
Morris, Kathy	ART 106 M01	Adjunct	N/A	3,675.00	1/26/12 - 5/18/12
Muschko, John	SOCI101 M10 SOCI101 M11	Adjunct	N/A	4,830.00	1/26/12 - 5/18/12
Myers, Deborah	NURS 120-M25 Fld	Adjunct	N/A	2,990.00	1/26/12 - 5/18/12
Nadge, Renee	RDNG099 M03 RDNG099 M04	Adjunct	N/A	6,440.00	1/26/12 - 5/18/12
Need, Barbara	PSYC101 MLC3 ENGL099 M02 ENGL099 MLC3	Adjunct	N/A	9,405.00	1/26/12 - 5/18/12
Neville, Lisa	ENGL102 IE62	Adjunct	N/A	2,940.00	1/26/12 - 5/18/12
Ochs, Janet	CAPS111 M04 CAPS111 M03 CAPS131 M04 CAPS121 M03 CAPS131 M02 CAPS111 M12 CAPS121 M04	Adjunct	N/A	8,005.62	1/26/12 - 5/18/12
Pace, Robert	CRJU110 M01	Adjunct	N/A	2,940.00	1/26/12 - 5/18/12
Panzer, Nina	SOCI101 IE62	Adjunct	N/A	2,940.00	1/26/12 - 5/18/12
Parks, Paul	HUMN232 M01 ART 102 M02 ART 102 M01	Adjunct	N/A	8,820.00	1/26/12 - 5/18/12
Parry, Stephen	MATH132 ME50	Adjunct	N/A	2,415.00	1/26/12 - 5/18/12
Patterson, Robert	ENGL100 M24	Adjunct	N/A	3,150.00	1/26/12 - 5/18/12
Payton, L. Christine	NURS 120-M22 Fld	Adjunct	N/A	8,855.00	1/26/12 - 5/18/12
Perfetti, Margaret	ENGL101 C33 ENGL100 C33	Adjunct	N/A	6,300.00	1/26/12 - 5/18/12
Perkins, Donald	COMM220 M01 COMM290 M01 COMM295 M01	Adjunct	N/A	7,350.00	1/26/12 - 5/18/12
Pijanowski, Gregory	ASTR101 AL1	Adjunct	N/A	5,490.00	1/26/12 - 5/18/12
Pittsley, Jaclyn	ENGL100 M23 ENGL100 M21 ENGL101 M17	Adjunct	N/A	7,695.00	1/26/12 - 5/18/12
Plumeau, Margaret	MATH109 M04 MATH109 M05	Adjunct	N/A	5,490.00	1/26/12 - 5/18/12
Pospisil, Pamela	MATH100 IE62	Adjunct	N/A	2,940.00	1/26/12 - 5/18/12
Quick, Raymond	BUAD219 AL1 BUAD204 AL1	Adjunct	N/A	9,450.00	1/26/12 - 5/18/12
Raethka, Timothy	HLTH205 ME50	Adjunct	N/A	2,565.00	1/26/12 - 5/18/12
Rhea, Robert	BUAD106 M01 BUAD104 M01 BUAD106 M02	Adjunct	N/A	8,235.00	1/26/12 - 5/18/12
Richards, David	POSC103 M01 COMM225 M01	Adjunct	N/A	4,725.00	1/26/12 - 5/18/12
Ritz Deutch, Ute	HSTY202 M06 HSTY102 M04	Adjunct	N/A	5,490.00	1/26/12 - 5/18/12
Rogala, Matthew	MATH090 M08 MATH095 M13 MATH200 M03	Adjunct	N/A	8,855.00	1/26/12 - 5/18/12
Rogers, Deborah	ENGL100 M09 ENGL100 M11	Adjunct	N/A	4,830.00	1/26/12 - 5/18/12

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Rollins, Beverly	NURS 225-Fld	Adjunct	N/A	1,495.00	1/26/12 - 5/18/12
Rolston, Simon	ENGL100 M15 ENGL100 M16 ENGL101 M14	Adjunct	N/A	7,695.00	1/26/12 - 5/18/12
Rosekrans, Linda	ENGL101 AL3 ENGL101 AL4	Adjunct	N/A	6,300.00	1/26/12 - 5/18/12
Ross, Ronald	BUAD108 M01	Adjunct	N/A	2,745.00	1/26/12 - 5/18/12
Rossiter, Judith	PARA205 AL1 PARA213 AL1 PARC213 AL1 PARA220 AL1 PARC205 AL1 POSC213 AL1 CRJU213 AL1 PARC220 AL1	Adjunct	N/A	9,450.00	1/26/12 - 5/18/12
Ruben, Denise	CAPS111 IE62	Adjunct	N/A	1,143.66	1/26/12 - 2/29/12
Rukavena, Peter	BUAD111 M01 BUAD106 M03 BUAD106 IE62	Adjunct	N/A	8,820.00	1/26/12 - 5/18/12
Ruoff, Guy	HSTY201 C33 HSTY101 C43 HSTY202 M09	Adjunct	N/A	7,695.00	1/26/12 - 5/18/12
Ryan, Jessica	SOCI101 M07 SOCE201 ME50	Adjunct	N/A	5,130.00	1/26/12 - 5/18/12
Ryan, Patrick	PSYC101 AL1	Adjunct	N/A	3,150.00	1/26/12 - 5/18/12
Salisbury, Lance	PARA130 AL1 PARA216 AL1 PARC216 AL1 CRJU215 AL1 PARC130 AL1	Adjunct	N/A	5,130.00	1/26/12 - 5/18/12
Sananikone, Kathy	BIOL101 M04 MATH090 M10 BIOL101 M05	Adjunct	N/A	9,405.00	1/26/12 - 5/18/12
Sanders, David	MATH100 M11 MATH100 M13 MATH100 M12	Adjunct	N/A	7,695.00	1/26/12 - 5/18/12
Sandy, Paul	CRJU210 ME50	Adjunct	N/A	2,565.00	1/26/12 - 5/18/12
Sapio, George	ENGL257 M01	Adjunct	N/A	2,745.00	1/26/12 - 5/18/12
Schabowski, John	MATH095 M07 MATH095 M05	Adjunct	N/A	7,320.00	1/26/12 - 5/18/12
Schaffer, Patricia	NURS 225-M26 Fld	Adjunct	N/A	9,405.00	1/26/12 - 5/18/12
Schettino, Joseph	PHSC105 M01 PHSC213 M01	Adjunct	N/A	9,450.00	1/26/12 - 5/18/12
Schmid, Joseph	ACCT102 CE66	Adjunct	N/A	4,200.00	1/26/12 - 5/18/12
Schrag, Kimberly	ART 122 M02 ART 114 M02 ART 122 M01	Adjunct	N/A	11,025.00	1/26/12 - 5/18/12
Schultz, Shirley	SOCI101 M02 SOCI101 M01 SOCI101 M03	Adjunct	N/A	9,450.00	1/26/12 - 5/18/12
Scott, Lory	ENVS101 IE35 ENVS101 M01 BIOL105 ME50	Adjunct	N/A	9,618.75	1/26/12 - 5/18/12
Sewell, Patrick	ENVS107 M01 POSC107 M01 ENVS105 M01	Adjunct	N/A	4,830.00	1/26/12 - 5/18/12
Seyfried, Matthew	SPMT260 M01 ENGL102 AL2 ENGL102 AL1	Adjunct	N/A	8,820.00	1/26/12 - 5/18/12
Sheehan, John	GEOG115 M01 ANTH201 M01	Adjunct	N/A	5,880.00	1/26/12 - 5/18/12
Sinclair, Lorraine	ENGL101 M15 ENGL101 M21	Adjunct	N/A	5,490.00	1/26/12 - 5/18/12
Sloan, Cindy	SOCI101 MLC1 SOCI101 CE66 SOCI101 AL2	Adjunct	N/A	10,780.00	1/26/12 - 5/18/12
Smith, Adrienne	ART 115 ME50 ART 120 M02	Adjunct	N/A	6,860.00	1/26/12 - 5/18/12
Smith, Richard	ACCT101 CE66	Adjunct	N/A	4,200.00	1/26/12 - 5/18/12
Smith, Susan	ENGL220 ME50 ENGL101 IE63	Adjunct	N/A	5,130.00	1/26/12 - 5/18/12
Snyder, Stephen	BIOL101 HY1	Adjunct	N/A	3,202.50	1/26/12 - 5/18/12
Speicher, Joanne	HLTH104 CE43 BIOL131 ME50 NURS104 M01 HLTH104 M01 NURS104 CE43	Adjunct	N/A	9,618.75	1/26/12 - 5/18/12
Spence, Jeff	ENGL100 M03 ENGL100 M08 ENGL100 M02	Adjunct	N/A	8,820.00	1/26/12 - 5/18/12
Sperry, George	BUAD208 ME50	Adjunct	N/A	3,150.00	1/26/12 - 5/18/12
Stanton, Dawn	PSYC209 AL2	Adjunct	N/A	2,565.00	1/26/12 - 5/18/12
Stevenson, David	FITN230 M20 FITN130 M10	Adjunct	N/A	1,282.50	1/26/12 - 5/18/12
Stivers, Joan	HLTH208 M01 HLTH207 M01	Adjunct	N/A	6,300.00	1/26/12 - 5/18/12
Stone, Kathryn	ENGL101 M05 ENGL101 M23 ENGL102 M01	Adjunct	N/A	7,695.00	1/26/12 - 5/18/12
Strauf, Dale	FITN149 M01 FITN108 M01 FITN120 M01 FITN141 M01	Adjunct	N/A	5,490.00	1/26/12 - 5/18/12
Sullivan, Cynthia	NURS 225-M21 FLD	Adjunct	N/A	9,405.00	1/26/12 - 5/18/12
Sutton, Jaclyn	SPMT190 M01 BUAD208 AL1 SPMT195 M01 FITN230 M22 FITN130 M12	Adjunct	N/A	5,983.57	1/26/12 - 5/18/12
Svensson, John	HRMG102 AL1 HRMG206 M01 HRMG100 M01	Adjunct	N/A	9,065.00	1/26/12 - 5/18/12
Tackill, Sherry	ENGL101 M10 ENGL100 M07 ENGL100 M01	Adjunct	N/A	7,695.00	1/26/12 - 5/18/12
Tambascio, Theresa	RDNG099 M05	Adjunct	N/A	3,220.00	1/26/12 - 5/18/12
Thompson, Caley	NURS 225 Fld	Adjunct	N/A	1,495.00	1/26/12 - 5/18/12
Tvaroha, Patricia	HUMS229 M01	Adjunct	N/A	2,415.00	1/26/12 - 5/18/12
Underwood, Rehema	PSYC205 AL1	Adjunct	N/A	2,745.00	1/26/12 - 5/18/12
Van Ornam, Lesley	ESL 103 M02	Adjunct	N/A	7,320.00	1/26/12 - 5/18/12

Tompkins Cortland Community College
 Appointment of Personnel
 February 15, 2012
 Presented to the Board of Trustees

Employee	Department	Title/Rank	Grade	Salary	Employment Dates
Vazenos, George	BUAD103 AL1	Adjunct	N/A	2,745.00	1/26/12 - 5/18/12
Waffner, Marcia	HRMG101 AL1 BUAD212 M01	Adjunct	N/A	4,830.00	1/26/12 - 5/18/12
Ward, Laura	PSYC103 M10 PSYC218 M01	Adjunct	N/A	4,830.00	1/26/12 - 5/18/12
Wavle, Sharon	CAPS133 AL1 CIS 213 AL1 CAPS131 AL2 CAPS131 AL1	Adjunct	N/A	6,860.98	1/26/12 - 5/18/12
Weatherby, Gregg	ENGL099 M14 ENGL102 CE43	Adjunct	N/A	6,405.00	1/26/12 - 5/18/12
Webster, Claire	FITN106 M01	Adjunct	N/A	1,470.00	1/26/12 - 5/18/12
Wells, Frances	BUAD203 AL2	Adjunct	N/A	3,150.00	1/26/12 - 5/18/12
Westlake, Winfield	BUAD103 C43 GEOG115 ME50 SOCI101 C43	Adjunct	N/A	9,450.00	1/26/12 - 5/18/12
Westlund, Michael	WINE130 ME50 WINE220 ME50 WINE120 ME50	Adjunct	N/A	8,235.00	1/26/12 - 5/18/12
Whitecraft, Michele	CHEM101 ME50 CHEM101 ME51	Adjunct	N/A	8,820.00	1/26/12 - 5/18/12
Whitenack, Claire	ENGL099 M12 ENGL099 M11	Adjunct	N/A	6,840.00	1/26/12 - 5/18/12
Whitlow, Carol	PSYC103 IE62	Adjunct	N/A	2,415.00	1/26/12 - 5/18/12
Williams, Diane	BIOL101 ME50 BIOL101 ME51	Adjunct	N/A	7,350.00	1/26/12 - 5/18/12
Williamson, Mark	ART 102 M03	Adjunct	N/A	2,940.00	1/26/12 - 5/18/12
Wilson, Valerie	NURS 120 Fld	Adjunct	N/A	1,587.95	1/26/12 - 5/18/12
Wolff, Christopher	ART 120 M01 ART 200 M01	Adjunct	N/A	6,860.00	1/26/12 - 5/18/12
Woodams, William	ART 111 M05	Adjunct	N/A	2,817.50	1/26/12 - 5/18/12
Woods, Timothy	MATH090 M02 MATH090 M01	Adjunct	N/A	7,840.00	1/26/12 - 5/18/12
Wright, Rachael	NURS 120 Fld	Adjunct	N/A	1,495.00	1/26/12 - 5/18/12
Yavits, Elizabeth	ENGL201 CE66 ENGL201 ME50	Adjunct	N/A	5,880.00	1/26/12 - 5/18/12
Zallnick, Anthony	MATH095 M10 MATH095 M09	Adjunct	N/A	6,840.00	1/26/12 - 5/18/12
Chavez, Monika	Adjunct Reference Librarian	Adjunct	N/A	2,931.60	1/30/12 - 5/15/12
Oldemans, Hilde Maaika	Adjunct Reference Librarian	Adjunct	N/A	4,397.40	1/30/12 - 5/15/12

February 2012

Janke, Candice	Campus Technology	Ft, temp.	Sr. Clerk	E	*40,602.47	02/01/12
Evans, Christine	Cornell's Academic English for Graduate Students program		Adjunct	N/A	1,096.92	2/06/12 - 5/11/12
Cornish, Erin	Synergy Program		Tutor	N/A	644.00	2/06/12 - 5/11/12
Decker, Aaron	Synergy Program		Tutor	N/A	855.05	2/06/12 - 5/11/12
Nadge, Renee	Synergy Program		Tutor	N/A	1,288.00	2/06/12 - 5/11/12
Tambascio, Theresa	Dr. Lucille S. Baker Center for Learning		Tutor	N/A	1,288.00	2/06/12 - 5/11/12
Markins, Jason	Dr. Lucille S. Baker Center for Learning		Tutor	N/A	1,495.00	2/08/12 - 5/18/12
Curtis, Benjamin	Basic Construction Mgmt. & Regulation workshops		Adjunct	N/A	540.00	2/27, 3/5, 3/12/12

TOMPKINS CORTLAND COMMUNITY COLLEGE

Presented to the Board of Trustee

February 15, 2012

Resignations/Retirements/Separations

<u>NAME</u>	<u>EFFECTIVE DATE</u>	<u>REASON</u>
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None		
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**TOMPKINS CORTLAND COMMUNITY COLLEGE
RESOLUTION 2011-2012-24**

DENTAL/VISION INSURANCE – ADJUNCT FACULTY AND STAFF

WHEREAS, the College values the work and services of adjunct faculty and staff and makes available health insurance benefits to them, and

WHEREAS, the intent of the College is to continue to provide access to health insurance benefits for adjunct faculty and staff, and

WHEREAS, the College desires to provide access to dental and vision insurance benefits for adjunct faculty and staff, be it therefore

RESOLVED, that effective March 2012 all adjunct faculty and staff may participate in the College's dental and vision insurance programs so long as they agree to pay 100% of the premium for individual or for family coverage and have a minimum appointment of three months earning at least \$2,000 annually.

STATE OF NEW YORK:

SS:

COUNTY OF TOMPKINS:

I, CATHY A. NORTHROP, CLERK of the Board of Trustees of Tompkins Cortland Community College, **DO HEREBY CERTIFY** the foregoing resolution is a true copy of a resolution duly adopted by the Board of

Trustees of Tompkins Cortland Community College at a regular meeting of said Board on the 23rd day of February 2012, and the same is a complete copy of the whole of such resolution.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the official seal of Tompkins Cortland Community College to be hereunto affixed this 23rd day of February 2012.

Clerk of the Board of Trustees
Tompkins Cortland Community College