

MINUTES  
OF  
REGULAR MEETING  
OF  
BOARD OF TRUSTEES  
CLINTON COMMUNITY COLLEGE  
HELD TUESDAY, APRIL 18, 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, Elizabeth Vicencio and Kristy Martin, Student Trustee

BOARD OF TRUSTEES MEMBERS ABSENT (EXCUSED):

Devi Momot

ADMINISTRATORS PRESENT:

John Kowal, President; Carey Goyette, Vice President, Academic Affairs; John Borner, Dean of Student Affairs; Ronald Graham, College Controller; Jay LePage, HR Director

SECRETARY TO THE BOARD:

Tammy M. Villanueva.

CALL TO ORDER:

Chairperson Favro called the meeting to order at 5:00 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. Parker.**

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MINUTES  
OF  
EXECUTIVE SESSION  
OF  
BOARD OF TRUSTEES  
CLINTON COMMUNITY COLLEGE  
HELD TUESDAY, APRIL 18, 2023 AT 5:03 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, Elizabeth Vicencio and Kristy Martin, Student Trustee

BOARD OF TRUSTEES MEMBERS ABSENT (EXCUSED):

Devi Momot

ADMINISTRATORS PRESENT:

John Kowal, President; Carey Goyette, Vice President, Academic Affairs; Jay LePage, HR Director

SECRETARY TO THE BOARD:

Tammy M. Villanueva.

**A motion to return to Regular Session was made by Mr. Bassett. Second by Mr. Leta.**

MINUTES  
OF  
REGULAR SESSION  
OF  
BOARD OF TRUSTEES  
CLINTON COMMUNITY COLLEGE  
HELD TUESDAY, APRIL 18, 2023 AT 5:24 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, Elizabeth Vicencio and Kristy Martin, Student Trustee

BOARD OF TRUSTEES MEMBERS ABSENT (EXCUSED):

Devi Momot

ADMINISTRATORS PRESENT:

John Kowal, President; Carey Goyette, Vice President, Academic Affairs; John Borner, Dean of Student Affairs; Ronald Graham, College Controller; Jay LePage, HR Director

SECRETARY TO THE BOARD:

Tammy M. Villanueva.

**PUBLIC COMMENT:**

The following students from the Human Services program addressed the Board of Trustees with their concern that courses would not be taught remote anymore. Carrisa Parah, John Carlin, Brandi Williams, Edward Akey indicated the hardship it would be on them and others in the HUS program should they not be able to take class remotely. Also speaking was Michele Armani, a graduate of the program, who was in attendance to advocate for the program and offer her help as a coach to our students and staff.

Michael Zerrahn, Associate Professor, shared that charts and graphs aren't needed to share with the Board because the faculty association knows that the class sizes are low and lower enrollment brings smaller number of sections. Many faculty are teaching 5-6 different classes with multiple prep and is still a lot of work. There has been an inconsistent academic experience over the last few years and charts and graphs don't show everything and believes faculty deserve compensation.

Joanna Jackson, Associate Professor and former FA President, indicated there was a pause in negotiations in 2016 when she was President and the different sides had met for over a year to clarify contract language as some things needed to be reorganizes. Rationale was given to the Board negotiations team and the BOT was only offering cuts in money. Then with the new VPAA and Director of the IAM hired, the college wanted to get the boat righted. The pause was not meant to be a stop. FA wanted retro back to 2017. She indicated that the FA are team players and hope that their good nature isn't used against them.

Denise Coughlin, Faculty Association President, asked that the press release sent out on Saturday be included in the minutes of the meeting.

Chairman Favro noted that when we went into COVID to went remote; then after COVID we were to go back to face-to-face (reporting and data indicated we needed this in place). He asked if it was that hard to fill out a form. President Kowal indicated that with the removal of the mandate, going remote would require SUNY approval.  
PRESENTATION: None

**APPROVAL OF MINUTES**

**RESOLUTION NO. 65 (2022-2023):**

BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY APPROVES MINUTES OF THE REGULAR BOARD MEETING HELD ON MARCH 28, 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 March 28, 2023.

**PERSONNEL REPORT**

**RESOLUTION NO. 66 (2022-2023)**

THE BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY APPROVES THE RESIGNATION OF MEGAN MORRISSEY-KELLEY, ASSOCIATE DIRECTOR OF INSTITUTIONAL ADVANCEMENT, EFFECTIVE APRIL 14, 2023..

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

**RESOLUTION NO. 67 (2022-2023)**

THE BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY ACCEPT THE RESIGNATION OF CHRIS CHAMARS, EXECUTIVE DIRECTOR FOR INSTITUTIONAL ADVANCEMENT, EFFECTIVE APRIL 21, 2023.

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

**RESOLUTION NO. 68 (2022-2023)**

THE BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY APPROVES THE REAPPOINTMENT OF KAREN CASE, ONLINE EDUCATIONAL SERVICES COORDINATOR, EFFECTIVE SEPTEMBER 1, 2023 THROUGH AUGUST 31, 2024.

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

**RESOLUTION NO. 69 (2022-2023)**

THE BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY APPROVES THE REAPPOINTMENT OF KERI DENCHICK, FINANCIAL AID ADVISOR, 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. 70 (2022-2023)**

THE BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY APPROVES THE REAPPOINTMENT OF SANDRA MARLAND, PART-TIME STUDENT SUPPORT SERVICES NURSE, EFFECTIVE SEPTEMBER 1, 2023 THROUGH AUGUST 31, 2024. THIS APPOINTMENT IS FOR A MAXIMUM OF 1150 HOURS FOR THE FISCAL YEAR AND IS NOT TO EXCEED 29.50 HOURS IN ANY GIVEN WEEK.

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

**RESOLUTION NO. 71 (2022-2023)**

THE BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY APPROVES THE APPOINTMENT OF NEIL EPSTEIN, ADMISSIONS ADVISOR, EFFECTIVE APRIL 19, 2023 THROUGH AUGUST 31, 2023.

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

**RESOLUTION NO. 72 (2022-2023)**

BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY APPROVE THE NEW PROFESSIONAL JOB TITLE AND DESCRIPTION FOR DIRECTOR OF INSTITUTE FOR ADVANCED MANUFACTURING AND BUSINESS DEVELOPMENT. A COPY OF THIS RESOLUTION WILL BE FORWARDED TO THE CHANCELLOR’S OFFICE FOR SUNY APPROVAL (job title/description attached).

Motion by Mr. Bassett, second by Mrs. Coolidge, 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. STEM Experience Day was held at the college today with over 100+ students (they spent part of day here and other part of day at local manufacturers).
2. Chancellor King will be on campus the afternoon of May 1.
3. Michelin Tech Scholarship Program for associate degree; Michelin representatives will be visiting on May 2.
4. Women in Politics was a great success; thank you to Tom Mandeville.
5. Enrollment has stabilized.; still not State budget.
6. SUNY has sent updated guidance on COVID.
7. The McKinley Cottage is slated to move forward with renovations.
8. Visit by Sean Collins, Enlisted For Life.org; about offering homeless veterans with job skills; he is also working with MHAB on housing. More information to follow.
9. Thank you to Jarrod Cone for accompanying Neil Epstein to Peru High School; great interaction with the students.

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

REPORT OF THE FINANCE COMMITTEE.....MR. LETA, CHAIR  
The Finance Committee did not meet.

REPORT OF BUILDINGS & GROUNDS COMMITTEE.....MR. FAVRO, CHAIR  
Mr. Favro will do a campus walk-about to see what projects are needed to be done. Work will begin soon on the McKinley Cottage.

REPORT FROM STUDENT TRUSTEE/STUDENT SENATE.....MS. MARTIN  
Trustee Martin shared that the student survey will be going out. Senate has been meeting to review budgets for the upcoming year. Senate is also looking for new senators to join.

REPORT ON NEGOTIATIONS.....MR. BASSETT, CHAIR  
Mr. Bassett indicated there is a meeting scheduled for May 2. A proposal will be sent out next week for Faculty Association to review.

REPORT ON FOUNDATION.....MS. VICENCIO, BOARD LIAISON  
Ms. Vicencio indicated that there are a lot of changes at the Foundation but there is a good group of people on the Board to hold everything together. There is hope to find someone for the Administrative Assistant position soon.

REPORT ON COMMUNICATION COUNCIL.....MRS. COOLIDGE, TEMP. BOARD LIAISON  
Mrs. Coolidge indicated the council is still looking for a faculty representative. The council is also looking to do a health care day (volunteerism).

COMMUNICATIONS: Denise Coughlin, Faculty Association President, indicated that the Nursing faculty are encouraged to attend the Saturday Nursing Capping & Pinning Ceremony.

OLD BUSINESS: None

NEW BUSINESS:

**RESOLUTION NO. 73 (2022-2023)**

BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY APPROVES A REQUEST TO SERVE ALCOHOLIC BEVERAGES ON CAMPUS AT FOUNDATION FUNCTION – 2023 EDUCATION CHAMPION FUNDRAISER TO BE HELD ON MAY 18, 2023.

Motion by Mr. Bassett, second by Ms. Vicencio, that the Board of Trustees of Clinton Community College hereby adopts the following resolution:

**THEREFORE BE IT RESOLVED**, that the Board of Trustees of Clinton Community College hereby approves a request to serve alcoholic beverages on campus at Foundation functions – 2023 Education Champion Fundraiser on May 18, 2023.

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- aye	Mr. Favro - abstain
Ms. Momot- absent, not voting	

**RESOLUTION NO. 74 (2021-2022)**

BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY APPROVES CANDIDATES FOR GRADUATION, MAY 19, 2023:

Motion by Mrs. Coolidge, second by Mr. Parker, and carried by Members present, that the Board of Trustees of Clinton Community College hereby approves the candidates for graduation, May 19, 2023, as listed on the attached exhibit, pending successful completion of requirements and the certification by the College Registrar.

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- aye	Mr. Favro - aye
Ms. Momot- absent, not voting	

**RESOLUTION NO. 75 (2022-2023)**

BOARD OF TRUSTEES OF CLINTON COMMUNITY COLLEGE HEREBY GRANTS AN HONORARY ASSOCIATE OF SCIENCE DEGREE IN BUSINESS ADMINISTRATION TO D. BILLY JONES:

Motion unanimously made by Members Present, seconded unanimously by Members Present, and carried by Members present, that the Board of Trustees of Clinton Community College hereby grants an Honorary Associate of Science Degree in Business Administration to D. Billy Jones.

**WHEREAS**, D. Billy Jones was elected to the Assembly in 2016 to represent the 115<sup>th</sup> District, comprised of Clinton and Franklin counties;

**WHEREAS**, D. Billy Jones is active with various organizations throughout the North Country, including the Chateaugay Rotary Club and the Malone Elks Lodge and was a board member of the United Way of the Adirondack Region and is a member of the North Country Economic Development Council;

**WHEREAS**, D. Billy Jones secured \$250,000 in funding for Clinton Community College to help update equipment in the Institute for Advanced Manufacturing;

**WHEREAS**, D. Billy Jones secured \$250,000 in funding to restore and renovate the McKinley Cottage on the CCC campus to house the new location for the Zone 9 Police Academy;

**WHEREAS**, D. Billy Jones has been a proponent to secure additional revenue from the state to assist with the funding floor as well as other financial assistance for Clinton Community College;

**RESOLUTION NO. 75 (2022-2023) - Continued**

**THEREFORE BE IT RESOLVED**, the Board of Trustees of Clinton Community College bestows to D. Billy Jones an Honorary Associate of Science Degree in Business Administration at the May 19, 2023 commencement:

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- aye	Mr. Favro - aye
Ms. Momot- absent, not voting	

**NEXT MEETING:** May 23, 2023

It was shared that Patricia Garrow will be invited to commencement to be presented a Service Appreciation plaque for her years of service to the Board of Trustees. Also noted, May 11 is employee appreciation event.

**ADJOURNMENT:**

Motion by Mr. Parker, second by Mr. Redden, that the meeting adjourn. Meeting adjourned at 6:42 PM.

RECORDED BY

Tammy M. Villanueva

RESPECTFULLY SUBMITTED BY

David N. Favro



**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](mailto:Denise.Coughlin@clinton.edu)

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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 muti-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**