

MONTGOMERY COLLEGE
TRUSTEE INFORMATION
PROGRAM

NEW FACULTY HIRES #2008.4.2
FACULTY COMPOSITION #2008.4.3

OFFICE OF HUMAN RESOURCES
MARCH 2008

Executive Summary

- ❖ The Office of Human Resources used various recruitment tools to hire 72 Full-Time faculty in AY2008.
- ❖ Montgomery College utilizes a web based recruitment system for all employment applications.
- ❖ For AY08 almost 42% of the new full-time faculty hires were non-white. Females represented 65% of the new hires.
- ❖ Montgomery College's full-time faculty contingent continues to grow in both number and diversity. The total number has grown from 510 in Fall 2004 to 558 in Spring 2008, an increase of 9.4%. During the same period, the non-white population has increased from 27.4% to 30.4% of the total.
- ❖ The Humanities discipline group contains the highest number of faculty, 148 (26.5% of total faculty), followed by the Natural Science group with 68 (12.1% of the total) and the counselors with 63 (11.2% of the total).
- ❖ The Takoma Park/Silver Spring campus employs the largest percentage of non-white full-time faculty, 34.4%, closely followed by 31.9% on the Germantown campus and 28.1% on the Rockville campus. Takoma Park/Silver Spring also has the highest percentage of female faculty members.
- ❖ Credit Part-time faculty are 29.8% non-white and have a 56.4% female representation.

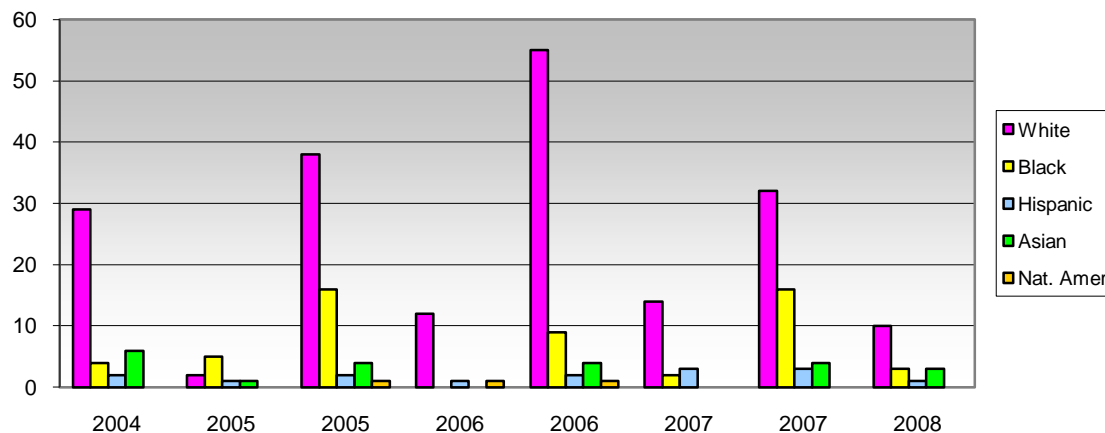
Discussion and Implications

The large number of new full-time faculty hires (72) in 2008 is the result of several factors -- 12 new authorized positions in the FY 2008 budget, a large number of retirements (15), and the need for temporary replacements for regular full-time faculty who were on leave or had other assignments. Future enrollment trends, the County Council's expressed support for pursuing a 65/35 full-time/part-time faculty ratio, and the likely continued increase in the number of retirements all suggest large numbers of new full-time faculty hires will be necessary over the next 5-10 years. This poses considerable challenges for the College in workforce planning, orientation of new faculty, search and screening committees, leadership in faculty governance and curriculum-related committees and activities.

The College's target in the Performance Accountability Report (PAR) is that 30% of full-time faculty will be nonwhite by July 2011. With the new faculty hired for FY08, almost 42% nonwhite, the College has surpassed this benchmark with the total faculty cohort being 30.4% nonwhite. This goal has been achieved in part by utilizing targeted recruitment sources and involving deans and faculty in the process. Those sources include the publications *Asian Fortune*, *El Tiempo*, *Washington Hispanic*, *El Pregonero* and *Diverse Issues in Higher Education*, the online sites www.latinosinhighered.com, www.diversityinc.com, and www.diversejobs.net and attending job fairs such as the Executive Diversity Job Fair, Congressman Albert Wynn's Job Fair in Prince George's County, 50+ Employment Expo (sponsored by the Jewish Council for the Aging), *El Pregonero* Job Fair, Congresswoman Eleanor Holmes Norton Job Fair in DC, National Society for Hispanic Professionals(NSHP) Job Fair and the *Asian Fortune* Diversity Job Fair. However, the pressure to maintain that diversity in subsequent years' hiring will continue. Additional and more creative efforts will be necessary to continue to increase the diversity among the full-time faculty and to retain newly-hired full-time faculty.

Full-Time Faculty New Hires Fall 2003 - Spring 2008

- ⊗ Montgomery College's full-time faculty has grown from 510 in Fall 2004 to 558 in Spring 2008, an increase of 9.4%.
- ⊗ Of the 72 new faculty hired for AY2008, 42 (58%) were previously employed as part-time faculty or staff.
- ⊗ The average age of new faculty for AY2008 is 41 and average salary is \$55,492.00.
- ⊗ All applications are completed, submitted and processed electronically.
- ⊗ Montgomery College recruits faculty both nationally and locally. The recruitment methods used are: Internet, Intranet, newspapers, publications and conferences (academic, ethnic, and professional), job fairs, Montgomery College cable television, referrals and word of mouth.
- ⊗ Montgomery College employs full-time faculty on a short-term basis (one year or less) each academic year to cover for those faculty who are on leave or who have been temporarily reassigned to other projects. For FY08, Montgomery College employed 15 faculty on one semester contracts and 4 are on 1 year temporary contracts. While these faculty are counted as new hires, their continued employment is not guaranteed.



	Fall 2004	Spring 2005	Fall 2005	Spring 2006	Fall 2006	Spring 2007	Fall 2007	Spring 2008	Total	% of Total
White	29	2	38	12	55	14	32	10	192	67%
Black	4	5	16	0	9	2	16	3	55	19%
Hispanic	2	1	2	1	2	3	3	1	15	5%
Asian	6	1	4	0	4	0	4	3	22	8%
Nat. Amer.	0	0	1	1	1	0	0	0	3	1%
Total	41	9	61	14	71	19	55	17	287	
Male	17	5	28	7	30	10	19	6	122	43%
Female	19	2	24	4	33	7	36	11	136	47%

Full-Time Faculty Composition

FACULTY FACTS:

- ⊗ As of February 5, 2008, Montgomery College employs 558 full-time faculty.
- ⊗ In Spring 2008, the percentage of female faculty has increased to almost 58% compared to 56% in the previous 2 years.
- ⊗ Slightly over 30% of the faculty are non-white. That total percentage consists of 17% black, 8% asian, 4% hispanic and 1% native american.
- ⊗ 33 (6%) of the faculty are tenured.
- ⊗ 318(57%) faculty members hold the rank of Professor.
- ⊗ 171 (over 30%) full-time faculty have a doctorate degree.
- ⊗ 100(17%) of the faculty are at the top of the faculty pay scale.
- ⊗ 304(54%) are 50 or more years old.
- ⊗ 53(9%) have 25 or more years of service.

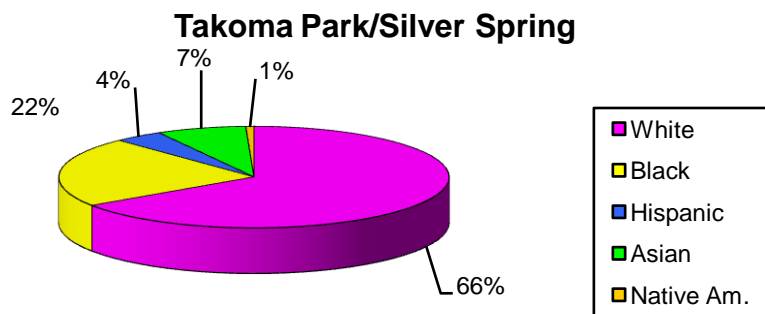
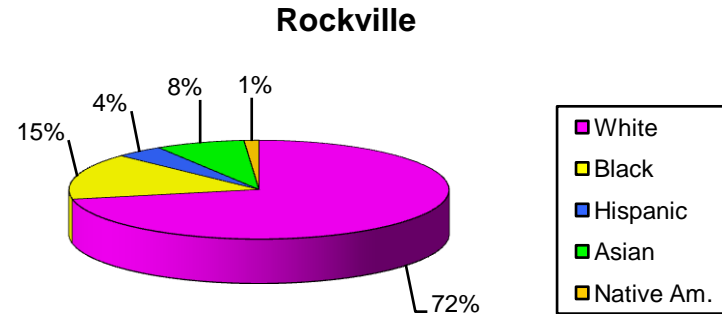
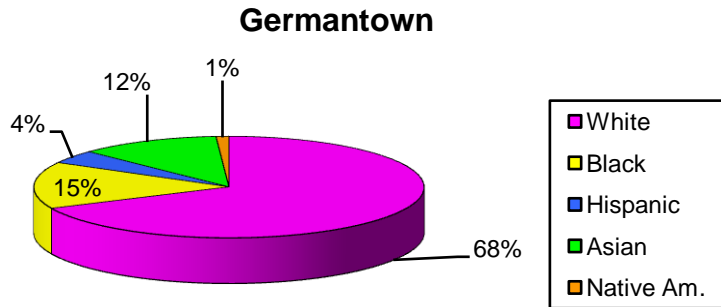
Discipline Groups	White		Black		Hispanic		Asian		Native Amer.		TOTAL
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Natural Science	23	18	6	6	2	1	6	4	0	1	68
Mathematics	17	15	3	2	2	1	4	3	0	0	47
Humanities	31	78	7	16	3	7	1	4	1	0	148
Business & Management	12	6	3	0	1	0	3	1	0	0	26
Health Professions	2	23	0	9	0	1	0	4	0	0	39
Computer & Information Technology	7	18	0	1	0	0	6	1	1	0	34
Social Science/History	18	14	6	5	1	0	2	1	0	2	49
Visual & Performing Arts	29	14	3	0	0	0	1	2	0	1	50
Leisure & Fitness	3	10	1	1	1	0	0	0	0	0	16
Other	11	4	1	2	0	0	0	0	0	0	18
Counseling	12	22	6	17	0	3	1	2	0	0	63
Total	165	223	36	59	10	13	24	22	2	4	558
Percent of Total	30%	40%	6%	11%	2%	2%	4%	4%	0%	1%	
	70%		17%		4%		8%		1%		



The average Montgomery College faculty member is 50 years old, has been here 9.43 years, and is paid \$72,668.00 per academic year.

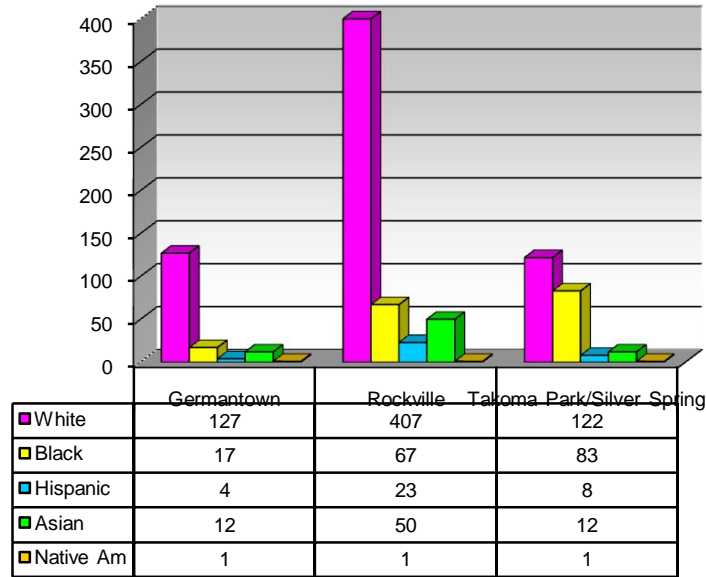
* Percentages may not add to 100% due to rounding.

Full-Time Faculty Composition By Campus



	Germantown		Rockville		Takoma Park/Silver Spring	
	Total #	% of Total	Total #	% of Total	Total #	% of Total
Male	42	45%	142	45%	53	36%
Female	52	55%	174	55%	95	64%
	94		316		148	

Credit Part-Time Faculty Composition



74 Part-time faculty have 2 or more part-time faculty assignments. Multiple assignments can be on different campuses, different departments on the same campus, or a combination of teaching and non-instructional faculty duties.

27 Part-time faculty are primarily employed as other College employee types (staff, administrator, casual temporary).

	White		Black		Hispanic		Asian		Native Amer.		TOTAL	Male		Female		TOTAL
	Total #	% of Campus	Total #	% of Campus	Total #	% of Campus	Total #	% of Campus	Total #	% of Campus		Total #	% of Campus	Total #	% of Campus	
Germantown	127	79%	17	11%	4	2%	12	7%	1	1%	161	70	43%	91	57%	161
Rockville	407	74%	67	12%	23	4%	50	9%	1	0%	548	231	42%	317	58%	548
Tak Pk/Sil Spr	122	54%	83	37%	8	4%	12	5%	1	0%	226	106	47%	120	53%	226
Total College	656	70%	167	18%	35	4%	74	8%	3	0%	935	407	44%	528	56%	935

*unduplicated head count