

**Montgomery College
Faculty Council Meeting#4
Minutes**

Thursday, November 7, 2019
12:45 – 2:45 PM
SC 152

Attendees

Present: Michael Leblanc, Tim Kirkner, Rebecca Thomas, Sharon Piper, Joe Thompson, Keith Martin, Alan Stover, Katie Mount, Erin Marcinek, Normal Winffel, Comfort Mingot, Sonja Fisher, Kimberly Yost

Absent: Belle Sheibner, Anthony Solano, John Quah, Erica Hepworth

Government Liaison: Clevette Ridguard

Call to Order, Review Agenda

The meeting was called to order at 12:52 by the chair. The agenda was approved as written. This meeting was recorded for internal use. Comfort agreed to be secretary.

Constituent Concerns

No one presented during open comment.

Approval of Minutes

Minutes from the previous meeting will be sent to the council members for approval.

Chair's Report

The chairs attended the Academic Affairs Advisory Council meeting. Different councils did briefings and presentations. Staff Council made a presentation about what the council has been doing, issues that has come up thus far this year, and the issues with "Two-Factor Identification".

- John Hamman made presentation about the new to college degree seeking for 2018 and Fall 2019.
 - talked about the statistics and data that they are working on to ensure that the students are retained and complete
 - spoke about guarantee schedules so that fewer classes are canceled
- More connection with the institution, better retention
- Focus on coaches and learning assistance
- Data point- getting to the end of math and English was the best predictors of whether they will complete at Montgomery College (MC)
 - Question regarding this correlation – is passing English and math causing their success, or will passing English and math mean that they can pass other classes?

- Dr. Kelley's response was that the data point was robust, which means that when modified for different causal possibilities it will remain the same.
- This council is not about solving problems but getting information about what's happening and raise concerns.
- Council members are encouraged to attend start of the semester data summits.
 - The presence of faculty will be a good way to have a voice there.

Committee Report

- Academic Regulation and Standards Committee Report was reported by Norma Winffel.
- Gen Ed Committee was reported by Kimberly Yost.
 - Working on recertification –designing what recertification looks like for everybody to go through it and systematically put all the departments in order
 - Terms for committee members on Gen Ed
 - A lot of people go on and off the committee and don't finish the term for the department
 - Considering the length and consistency of the terms
 - Field of Study Committee
 - A member of Gen Ed was placed in the Field of Study Committee
 - Still forming so there is still a lot of confusion and they are still sorting out what the committee means and is
 - Have not asked Gen Ed to do anything yet
 - Clarified that the committee is also known as Guided Pathways
 - Next meeting on 11/11
 - Concern was expressed that it feels disjointed and somewhat disorganized.
- Council members suggested to invite Ed Riggs and/or Dr Kelley to meeting

Voting on and implementing goals– Michael Leblanc

The three goals for the council were explained and a vote was taken for each goal.

- Goal#1: Communicate Better with constituents
 - Commit to two-way communication with constituents
 - Joe motioned for approval and Sharon seconded.
- Goal#2: Build Partnerships and Coalition
 - Reach out to student council and staff council at least once a semester to identify mutual concerns and, as appropriate, draft joints proposals
 - Joe motion for approval
 - Vote - unanimous approval
- Goal#3: Check-in administration concerning proposals and resolutions
 - Once Faculty Council proposal passed on to administration then it would be ideal to develop a process by which the council can follow up on proposal and track progress
 - Suggested to change “check-in” to “follow up”
 - Vote – approved as amended
 - Add “or any actions” at the end
- Members discussed ways to implement goals.
 - Meet and discuss with other councils
 - Think about things the council would want to follow up and invite them to answer questions in a later meeting

- Timeline – some things may slip and lose relevancy over time

Equity and Inclusion Dialogue– Katie Mount

Katie Mount attended the dialogue. It was a good dialogue with good speakers and the learning objectives were met. They took into consideration about wanting feedback about what to do with the information from the Equity and Inclusion Survey.

- 5 questions about things that MC can do to address concerns
 - People wrote their suggestion on note cards
 - Suggestions were compiled and action will be taken
- Groups to look at ways that Montgomery College can become more inclusive and try to break that down into an actionable item
 - Try to come up with plans in groups
 - Fully utilize language line – underutilized service
 - The ideas mentioned will be put together into a report.
- There will be another summit and dialogue in the spring.
- Question regarding the sense of retaliation – was there any good response to that, or did they just take recommendations on the matter?
 - Speaker – spoke about micro aggression and retaliation
 - Addressed what to do in response to aggressive behavior

Compensation and equity– Erin Marcinek

- Common themes within the Equity and Inclusion Survey, Annual Ombuds Report, and Employee Engagement Survey
 - People greatly dissatisfied with the way that they are treated
 - Faculty, both part-time and full-time, feel that their concerns are not being addressed in terms of compensation and being treated fairly
 - Feels like there's a hostile work environment
 - Not treated fairly with transparency and respect from administration
- Compensation Study Forums
 - Surveys were before the forums
 - Forum sounded hostile
 - Frustrating, unprofessional, and unethical attitude
 - Dismissive of people who raised specific questions
 - Not willing to answer questions and was somewhat passive-aggressive
- Recession group – hired during recession period, hire at the lowest rates possible
 - Lower rates and lack of raises
 - Behind the curve and not progressing like others
 - Poorly handled
 - Not getting responses to the issue
 - Not being respectful to people's request as promised by the former head of HR
 - Acknowledge that there's an issue but not equitable about how they dealt with it
 - Dr Pollard acknowledged that it's an issue but not much has been done about it. The administration is not responding.
- What do we do to try to address these things?
 - Need follow up to compensation study

- What do we do with the group of people who are not progressing at the same rate as everybody else?
 - Tried to get in touch with them and see what can be done to advocate for themselves
- A council member expressed that there are also a group of people who have been at Montgomery Collage for a long time but also behind the curve
 - Might need more research - How many people are in this group? How many people are in the recession group? How behind the curve are they?
 - The administration should have data regarding this.
- A council member expressed that it's not just an issue for Montgomery College, so it might be worthwhile to look at whether other colleges have made any efforts to address this issue and how they have gone about it.
 - Dr Pollard's memo from 2017—they acknowledged that they would look at this, but it doesn't seem like they ever did anything about it
 - There is no incentive for any professional development, no career pathway, and no succession plan.
 - A layering of issues that needs to come out and be addressed.
- Concern was expressed regarding a delayed or lack of response from HR. A feeling that the faculty has, is that no one is doing anything for them because the council can't get answers either.
- Part-time
 - There has never been any discussion about how compensation is structured.
 - No discussion on advancement.
 - A council member suggested that it might differ for departments.
- Council members suggested that more brainstorming was needed.
- Sharon Piper, Chief Negotiator
 - The administration, in terms of compensation issues, is going to deal with the union and the negotiating team. Any changes to contract in regards with salary get dealt with in each negotiation.
 - Just recently received the data for the faculty compensation
 - Looking at the salary data for every 2 years over the last decade
 - Talked at length in the executive committee and negotiating team about the recession group
 - Full-time faculty – no merit increase
 - No faith that they could be applied in any kind of equitable or objective way
 - Not a lot of advancement opportunities
 - Faculty are treated the same way with the exception of the point system at the beginning- Should that be a contractual issue? Should that be something controlled by contract?
 - Priority is to decide what is the best fit for most of the faculty
- Michael research recommended forming joint workgroups to take on initiative and goals, and do
 - Draw a proposal and think about it
 - Need more brainstorming
 - Open to staff and faculty not in council

Faculty Morale and Engagement– Michael Leblanc

- Easy to dismiss
- Does not feel concrete
- Identifying and linking morale to the issue
 - Advocate to put a report for morale
 - Outline where the morale issue comes from
- Morale and compensation are two big issues
- Can use existing surveys and put together a report
 - May need several people to work on this
- A council member suggested sending annual report to the Board of Trustee.
 - Can also submit it on public comments.

New Business

No new business was presented.

Adjourned

The meeting was adjourned at 2:43pm.