

Montgomery College
Faculty Council Meeting#5
Minutes

Thursday, November 21, 2019

12:45 – 2:45 PM

SC 152

Attendees

Present: Michael Leblanc, Sharon Piper, Katie Mount, Erin Marcinek, Normal Winffel, Comfort Mingot, Kimberly Yost, Erica Hepworth, Rebecca Thomas, Alan Stover

Absent: Tim Kirkner, Sonja Fisher, John Quah, Joe Thompson, Keith Martin, Belle Sheibner, Anthony Solano

Liaison: Carolyn Terry

Call to Order

The meeting was called to order at 12:50pm by the chair.

Approval of Agenda/Minutes

The agenda and the minutes were approved as written. This meeting was recorded for internal use.

Constituent Concerns

- The chair brought forth a concern about the new Chair of Early Childhood Education.
 - An announcement that was sent out by Eric Benjamin.
 - People were concerned about the process.
 - Was it an open process?
 - The word “chair” alarmed people because it sounded supervisory.
 - Communication issue
 - It’s more of coordinator position than supervisory.
 - Faculty liaison
 - Concerned about whether it should have been an open process.
 - Can the dean simply appoint a coordinator for a program like this?
 - Question – is this a brand-new position?
 - Yes, it didn’t exist before.
 - Question – is this within WDCE or the credit side?
 - The chair expressed that he also didn’t fully understand this.
 - Confusion due to the word “chair”
 - Carolyn Terry talked with Eric Benjamin
 - Three chair positions that are not really department chairs, but are program chair.
 - Supervise academic programs but
 - A bridge between workforce development classes and credit-bearing classes. Sometimes the students are in the same classroom.
 - Eric said “chair” is probably not the right name and that it should be director.
 - There will be another memo that renames this position as director.

- Will this person be supervising any faculty and staff? No.
 - Coordinating grant and instruction on the non-credit site, as well as the transition of students from non-credit to credit
 - Formalizing a role that was already occurring so that person can continue to do that and be properly compensated and recognized in that role.

Chair's Report

- Governance goes to the games – try to attend the games
- President Pollard scheduled to attend the meeting on 3/5
 - Can get a bigger room and invite faculty to attend because it's a public meeting.
 - Think about 2-3 issues that we're interested in talking about
 - Can set agenda and have open questions
- College Council
 - Ethical Exceptions booklet
 - There were presentations on ethics and the audit process.
 - A council member asked if there was any follow up regarding the fraud issue.
 - Not really
- Guided Pathway –The chair called Dr Kelly and had a long conversation with her about it.
 - Will present a problem – committee and administrators in charge of this is sending out reports on what sorts of classes programs need, but the problem is that something like English doesn't have any programs
 - Orphaned department
 - No literature classes that are being offered to Guided Pathway right now as viable credits for students
 - What are we going to do? How are we going to facilitate these orphaned departments? How do we make sure that there won't be a negative impact or negative minimize impact?
 - There will be departments without classes represented.
 - Council members expressed that there are already faculty who are upset and anxious about this issue.
 - Another issue – it feels like this started out as something else and then morphed
 - Confused with what this group is tasked with
 - Different from the original expectation
 - Fields of Study – categories that are going to be used to create the guided pathways
 - A council member expressed that there needs to be effort happening to try to help people understand the current situation.
 - Carolyn Terry
 - Guided Pathways is a conceptual idea – provide a guide for students
 - In a curricular interpretation, Guided Pathway has also been narrowing the choices.
 - Review programs to see where the students are enrolling and completing. When coming across programs that nobody is in and completing, should we redesign the programs, or delete them?
 - Taking existing programs and grouping them in some kind of relational way, hopefully with curricular overlaps.

- A lot of students don't know what they want but they might have a general interest.
 - Trying to identify what courses do those programs share so that students can start in any one of those programs and figure along the way what they want to focus on.
 - Over the summer, asked deans and chairs to work with their faculty to talk about what are the best choices in Gen Ed for their programs. Information are gathered so see if there are any overlaps.
 - People took it too literally – not asking them to limit the choices to a choice, but want them to look for a list of recommended classes that this category might have in common
 - Michael asked if Carolyn can attend next meeting on 12/5
 - Dr Kelley will attend next meeting
 - Not enough time to discuss this topic today
- A council member expressed that this isn't something that MC created from scratch and is a model that is being adopted by similar institutions across the nation. As faculty, we can explore ourselves and see what is being done in other institutions.
 - *Redesigning America's Community College*
 - The chair suggested having someone read and report on it.
 - Erica said that she had read it before but she doesn't think that it's specific enough. The way guided pathway is defined in the book might not be how MC will define guided pathway.
- Need more communication

Committee Report

- General Education Standing Committee Report was reported by Kimberly Yost.
 - People may not have enough information about all the gen ed. classes and how they link together.
 - It's important to understand how the college runs and how we report.
 - Don't rush the process.
 - Started workgroups to reach out
 - A council member suggested that they could pair faculty who teach the courses and someone in a program to draw the connections.
 - It will be hard and challenging.
 - The chair suggested that recommendations can be made to Dr Kelley and the committee about how to solve this issue.
 - Question that's still out there: How do we get literature classes represented?
 - A council member suggested that the community can provide some of the documents that are already in existence.
 - There is probably a way to collate it.
 - A council member asked if there is a way for the departments that are anxious or concerned to provide the description and connections.
 - A council member asked what the purpose of Dr Kelley was attending the next meeting.
 - To answer questions

- Council members suggested asking Dr Kelley to put out information (FYI) to let people know what is happening.
 - The chair suggested to send out an announcement that Dr Kelley is coming to the next meeting and ask if there are any questions, or if they want to attend the meeting.
- Academic Regulations and Standards Committee Report was reported by Norma Winffel.

Follow-up on Preferred Names

- Who should be contacted regarding the preferred names concern, or have there been developments since the last meeting?
 - Christopher Moy
- Question – What was the concern?
 - Students want to use preferred names on blackboard
- Christopher Moy attended the meeting on 10/17
 - Has been working on this for a long time and it is moving forward.
 - Students will have to submit a form to the registrar
 - Search student forms on MC website - preferred name request form
 - Will not show up on any formal documents
- No need for follow up

Recommendation from Staff Council

- Faculty Email/Calendar Concerns
 - The chair expressed that he doesn't think that anything needs to be done about this by this council.
 - It may not be actionable because there is not enough data on this concern.
 - Don't really have a good picture of how big of an issue this really is.
 - A council member expressed that if this is a repetitive issue it needs to be dealt with at the source of the repetitive issue.
 - A council member expressed the delayed, or lack of response, to student accommodation needs to be addressed.
 - Liability issue
 - Might need coordination with Christopher Moy and Sue Haddan
 - Sometimes there are refusals to make accommodations.
 - Student complains to DSS counselor, and the DSS counselor tries to resolve it with the faculty member.
 - If they can't, then they try to resolve it with the chair. Next step would be Christopher Moy and Sue Haddan.
 - Told to use Blackboard email during training.
 - Part-time- get a lot of emails about things not related to part-time
 - Student emails may get lost in the MC email.
 - Try to help people understand why there might be a delay or no response.

Faculty Morale and Engagement

- Low faculty morale and disengagement: concrete causes (rough draft)
 - Stewardship of employee resources: time and energy
 - Communication

- Compensation
- Respect for Agreed-upon Roles and Procedures
- Things to think about – Is there anything missing? Is there something that should be taken off?
- The chair wants to get a comprehensive report on concrete factors.
 - Are there things they we can really respond to, or encourage others to respond to?
- A council member expressed that there are often complaints about faculty not showing up and that it meant they didn't care. It's disappointing and not a healthy approach to project that anger onto a group that's already feels somewhat defeated and exhausted.
 - The issue with faculty not wanting to engage is a complicated one.
 - Contribution not acknowledged or taken into consideration in the final draft, which leads to a trust issue.
 - There needs to be a concerted effort to think about their language and how they're supporting each other, and to commit to working on some of these things that have been out there.
- A council member expressed concern with the common message, "If you don't like it, then leave. You can find a job elsewhere." If there's an issue, it should be fixed so that people will stay.
- Will it be viable to put together a moral engagement report, which is comprehensive and tries to collect together all the issues and all the evidences behind the issues?
 - Need a solution
 - Lack of trust
 - It has to be a concrete problem.
 - Need examples
- The chair suggested collecting examples and then making recommendations.
- A council member expressed that people may feel that their individual issues aren't addressed.
- The chair is willing to go through the documents, do research, and collect examples.
 - Have separate recommendations - What can faculty do? What can administration do?
 - Extract information from surveys
 - Have clear categories for next meeting
 - Will go to college council first
 - Report with a set of proposals

Compensation Study – Erin Marcinek

- Reported a follow-up on previous discussion.
- The chair motioned to extend the meeting for 10 minutes.
 - Vote – approved

New Business

No new business was presented.

Adjourned

The meeting was adjourned at 2:57pm.

