

Montgomery College
Faculty Council Meeting#6
Minutes

Thursday, December 5, 2019

12:45 – 2:45 PM

SC 152

Attendees

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

Absent: Tim Kirkner, John Quah, Anthony Solano, Norma Winffel, Belle Sheibner

Guest: Kim Kelley, Ed Riggs

Liaison: Carolyn Terry

Call to Order

The meeting was called to order at 12:54pm by the chair.

Approval of Agenda/Minutes

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

Constituent Concerns

The chair brought forth a concern that he received via email.

- English dean consistently cancels classes very early (in November) for winter classes
 - Class - Film and Literature
 - Didn't look at the enrollment history of the class and canceled it based on the fact that there were 5 students registered in November
 - For the last two winter semesters that were checked, there were at least 20 students.
 - TP/SS campus has a record of delayed registration
 - Canceled next winter
 - There are also other classes canceled
 - Concern because it's a pattern
 - Concern raised at all three campuses about the same dean
 - Question – Did the person who made the decision provide any justification or reasoning? Were the chairs involved in the decision?
 - No
 - What happened to the recommendation from last year?
 - No one has reported to ethic's line
 - Council member expressed that it's hurting the students
 - Also affects FT and PT faculty – schedules getting moved around multiple times

- A council member expressed that it's not good for the students when things get canceled at the last minute, so canceling earlier might provide students with more time to change courses. However, 1-2 months in advance might be a little too early.
- A council member expressed that, as a chair, she is concerned about the ability to retain PT faculty and bring them onboard quickly.
- Question for Carolyn Terry
 - What's the best way to handle this situation?
 - See if the department chair is also participating
 - If you don't feel safe going to the dean, go to the provost.
 - What if people have expressed concern but still feel that it's happening?
 - Put the concern in writing to Dr. Rai
- Know that it's a problem but not really sure what to do with it
 - There are options, but which option is the best is still questionable.
 - There have been discussions, but nothing is decided at this point.
- Tabled for further discussion.

Committee Report

- Academic Regulations Committee will meet on the last Friday of the semester.
- Germantown Faculty Senate was reported by Sonja Fisher.
 - Asked for update on preferred name
 - Christopher Moy put it out in the compliance newsletter
 - Will not be on official records
 - Add the information on online standard syllabus?
 - Faculty Councilman ages it
 - Sonja Fisher will update it
- General Education Standing Committee Report was reported by Kimberly Yost.
- Employee Engagement and Advisory Group was reported by Erica Hepworth.
 - Opportunity to make recommendations about which questions should be asked and not asked on the Employee Engagement Survey that will go out sometime in spring
 - Will email old survey – if anyone is interested in looking at it and making recommendation, then Erica will take it back to the group.
 - Look at the response from last survey to see what were the concerns and what questions people want to ask
 - Question – Feels like this is done every couple of years, but no one knows what is done? People want to know what was done and if it worked.
 - The group will make recommendations and see if it's reported.
 - Erica will recommend to send out some information to the college community about the last set of recommendations that were approved and where to see the progress with those.
 - A council member suggested that this could be a part of the survey questions – “Do you feel like this is addressed compared to last year?”

Chair's Report

The chair provided an update on research about guided pathways.

- *The Chronicles* has different articles coming from different directions.

- Advocated as one of these high impact practices that are going to help students complete at higher levels.
- Example of something that can happen – University of Wisconsin – Superior(UW – Superior)
 - Reach out to all the disciplines and departments, and try to get them to figure out which programs they're willing to cut, or which classes they're willing to get rid of – caused a lot of infighting
 - Create committee and give them as much information as they can to help them make intelligent decisions
 - Departments will feel left out of the decision-making process
- A council member expressed that it was good to be aware of these kinds of possibilities but felt like the articles were very emotional and more data is needed.

Guided Pathways Discussion – Kim Kelley and Ed Riggs

- Dr. Kelley, who used to work at University of Wisconsin, expressed that the article from UW – Superior is a bad example because it's a different situation.
- Guided Pathways and Fields of Study: An Overview
 - Already been involved with Guided Pathways activities, but just didn't name them Guided Pathways
 - Not a new thing
 - 2018-2019 data
 - Leads to conclusion that it's good for students
 - Getting rid of programs not a part of Guided Pathways
 - Meta majors
 - Why guided pathways?
 - Colleges and universities face new pressures to improve graduation performance.
 - College students take too many credits and too long to finish.
 - Our traditional focus on first-year success misses the majority of the problem.
 - Some schools are now focusing on progress, not just persistence.
 - Maximize credit attempts.
 - Reduce lost credits.
 - Simplify course selection.
 - Preserve flexibility.
 - A council member expressed that there have been concern about competing for a spot.
 - The idea of any elimination of any courses is not Guided Pathways, nor is it Fields of Study.
 - Not dictating and telling people what to do
 - Going to the programs and asking for recommendations
 - No one gets left behind, but there has to be a pathway. The pathway can't be too narrowed or too broad.
 - Carolyn Terry expressed that Maryland has a very loose higher education organization, which is preferred by institutions.
 - Students get caught in the freedom
 - Challenge faced in MD – want to be able to give ourselves and our students the best possible odds
 - A council member expressed that more transparency is needed.

- Expected to share what's going on in the groups to the faculty
 - Natural inclination – no time, not interested
- A council member expressed that the communication broke down somewhere along the line and people are confused.
 - Guided Pathways is in infancy stage so there's not enough information yet for a report
- Carolyn expressed that there's a lot of confusion and misunderstanding.
- Ed Riggs expressed that his group that works on Guided Pathways is talking about addressing the concern that orphaned classes/courses are being pushed out.
 - It will need some work.
 - Students should be given some flexibility.
 - Chair of Gen Ed expressed that it's important for her to be able to see the vision, timeline, and impact on Gen Ed classes.
 - New section of signature assignment greatly impacts everybody in place and everything that they are doing.
 - How do we get things done? What does it actually mean?
 - Signature assignments will be the later step
 - A council member expressed that many of the comments are not meant to say that this is not good or that this is not a good initiative.
 - Thinking about what can we do to get ahead
 - How to be proactive to calm people's concerns and fears?
 - Working to address concerns before they become something big
 - Need to know how to inform and to get the same message
- A council member suggested doing something during Professional Week and discussing about this matter.
 - Make connections, ease people's worries, and get some work done
- Will do a January or early February meeting
- A council member expressed that there might be a need for someone on Faculty Council to be in the committee.
- Dr. Kelley will have a separate meeting on this topic with chairs and deans.
- Academic Affairs Summit in February and August

New Business

No new business was presented.

Adjourned

The meeting was adjourned at 2:46pm.