

**Montgomery College**  
**Faculty Council Meeting#9**  
**Minutes**

Thursday, March 5, 2020

12:45 – 2:45 PM

SC 152

**Attendees**

*Present:* Michael Leblanc, Tim Kirkner, Erica Hepworth, Erin Marcinek, Rebecca Thomas, Norma Winffel, Anthony Solano, Kimberly Yost, Sharon Piper, Comfort Mingot, Alan Stover, Belle Sheibner,

*Absent:* John Quah, Joe Thompson, Katie Mount, Keith Martin, Sonja Fisher

*Guest:* Dr. DeRionne Pollard, Dr. Sanjay Rai, Benjamin Nicholson, \_\_\_\_\_

*Liaison:* Carolyn Terry

**Call to Order**

The meeting was called to order at 12:48pm by the chair.

**Welcome and Greetings**

The chair welcomed Dr. Pollard and everyone introduced themselves.

**Dr. Pollard: Presentation followed by Q&A**

- Lack of opportunity for WDCE employees to engage with the workplace community? PT faculty little or no time to participate in workplace community due to limited work hours and commuting between campuses?
  - All faculty have a max amount of credits that they can teach.
  - Try to ensure ample representation from both FT and PT faculty from all campuses.
  - A council member expressed that it was harder for instructional PT faculty from WDCE to participate in committees and councils because it is often volunteering.
- There are multiple places to improve on equity. How can the point system of initial salary placement be improved to reduce bias? Gender pay gap and other forms of inequity?
  - Nothing in the question regarding students
  - There's always room for improvement for any systems.
  - HRSTM implemented a process for reviewing faculty credentials
    - Looked at a four-part process to determine salary placement
  - HRSTM working on Faculty Placement Guidelines – early April
    - Question – Will the deans have the final decisions on the guidelines, vs input from everybody else?
      - HR, deans, and recruitment specialists
  - Inquiries about salary placement are still being addressed
    - If there are any questions, contact Employee Labor Relations.
  - County approved pay equity act – need to provide information about county employees every 2 years

- Current data does not indicate any gender pay inequity
    - Will go through process and provide update
  - Question –Already doing gender audit?
    - College does annual audit
  - Question – Equity between PT and FT/ PT has no employment security. Is there thought on finding new model with more equity? There doesn't seem to be any progress on giving PT health benefits.
    - System of higher education never intended to have pay equity in terms of PT and FT
    - Most PT faculty don't seem to have the intention of being FT.
    - If move to a full model of pay theory, we might see the elimination of PT.
    - Systematic issue
  - A council member expressed a concern that deans didn't go through training for assigning people their point value when they had their initial salary placement. Is it a one-person decision?
    - As an organization, not consistent with how we onboard employees.
      - Not all employees have mandated training
    - Carolyn Terry stated that an incoming dean is normally paired with an experienced dean when doing faculty salary placement.
    - Dr. Rai expressed that point system is fairly straightforward.
      - A council member expressed that there are broad categories that may lead to bias and suggested to create a process that is more detailed and consistent.
    - A council member expressed that there are concerns that the process is slow.
- Morale issue?
  - People Stewardship
  - Focus on ethical expectations – what are the ground rules on how we treat each other?
  - Ombuds
  - Equity Dialogues
  - Trainings for managers to take on an annual basis
  - 360 survey – feedbacks for supervisors
  - What you put into the organization is what you get out of it
  - Committed to do all the work needed to improve morale
  - A council member expressed there seems to be little connection with leadership team.
    - Dr. Pollard expressed that as a growing organization we may not always pay attention to our relationships and that we're not pausing enough.
- Lack of opportunities to be mentored and for development?
  - Need to know how to mentor and how to be mentored
  - Career pathways
  - ELITE is trying to put together a formal faculty mentoring program
  - Leadership happens at many levels of an organization
- Faculty feel sidelined by the restructuring of governance. How does the current College Council represent a better governance body than the Academic Assembly that preceded it?
  - Dr. Pollard expressed that there was implicit bias embedded in the question that the old Academic Assembly was a better form of governance, which isn't true.
    - Current governance system is better
      - Greater and broader participation

- Formal and informal feedback mechanisms
  - College Council Chair represents College Council on President's Executive Cabinet –same message is communicated
  - Formal liaisons from senior leaderships
  - Open system
  - Can still be enhanced
- Why do people feel that the faculty have been sidelined?
  - Academic Assembly – information quickly flowed to faculty
  - A council member expressed that it sounds like there were more connection during the old system.
    - More direct opportunities to work with administrators
  - Ben Nicholson expressed that it was a very small group with mostly faculty.
    - Very faculty driven with no students, PT faculty, and 1 staff
- Dr. Rai expressed that there are opportunities for more meaningful conversations with the new system.
- More pathways for leadership and greater engagement
- Dr. Pollard – Where do you see faculty being sidelined in the restructure of Governance?
  - The restructure of Governance gave greater clarity to the role of faculty in the organization because it created multiple pathways for leadership to occur, greater sense of purpose, and greater engagement.
- What's the root of the question?
  - Power and privilege
- Dr. Rai–just sent email regarding COVID-19
  - Making preparation, but there is no conversation regarding closing at the moment.

### **Constituent Concerns**

- Update on past concerns
  - Early college programs –can invite Amy Crowley or Elena Saenz to talk about it and answer some questions
    - A council member suggested to also invite Sue Haddad.
    - A council member suggested finding out what are the areas of concerns from the faculty who are teaching in that program.
    - Dual-enrollment
  - Cross training –role of faculty is clearly defined and should not take on staff roles
    - Contractual issue
    - Should not be assigned duties and volunteer to do duties outside of the contract
    - Management, when entering into a contract with us, should have the obligation to provide us with work that is within the boundaries of our contract.
    - Labor laws – cannot be both faculty and staff
  - Ombuds– sent email to address concern
  - Sick student policy – no right to dismiss student from course, but can give suggestions
    - Health and Safety Policy –students are expected to be responsible for their health and safety
    - Continuity of Operation Plan
    - Flexibility of missing class due to illness
  - Gender pronouns in classroom

- Students don't want to put it on nametags
- No policy about this, but this is an opportunity to do something with Student Council around the issue
- Promote education and discussion
- Respect the choices of other people

### **Chair's Report**

The chair provided the following information:

- Governance nominations: 2/28 – 3/10; elections: 3/30 – 4/10
- PIC MC
  - Innovation hub on Germantown campus
  - Internship and job opportunities for students
  - Tax incentives for the companies

### **Three Recommendations from Compensation Study**

- Gender pay gap – should ask for the data about gender pay gap
- Communication – recommendations for communication steps that should also be implemented
  - Question – Who defined “affected employee”? There's no metric for who is affected.
    - A council member stated that some people received the letter last fall and were removed from their bargaining unit, which caused a lot of confusion.
    - Salary compression
- Tabled for further discussion

Antony Solano – Carla Witcher's term as a CAP on Curriculum Committee is ending.

- Antony Solano motioned for Carla Witcher to return for a new 3-years term.
  - Vote – Unanimous approval

### **Committee Reports**

- General Education Standing Committee Report was reported by Kimberly Yost.
  - Is Gen Ed under Policy and Procedures? It's stated differently in different places.
    - Which one was the last declared?
    - Carolyn Terry should know

### **Adjourned**

The meeting was adjourned at 2:49pm.

