

MONTGOMERY COLLEGE GOVERNANCE  
**Faculty Council**  
November 16, 2023

**Attendees**

- **Members present:** Anestine Theophile-LaFond, Carole Wolin, Kimberly Driver, Linda Robinson, Harry Singleton, Carolyn Terry, Diego Hernandez, Dana Baker, Brandon Wallace , Miriam Zemen, Teri Hurst , Omowale Elson, Antonio del Castillo, Kateema Lee, Thomas Chen ( came later), Tamesha Robinson
- **Proxies present:** ; Kateema Lee for Colleen King, Anestine for Brenda Knopp
- **Constituents present:** n/a
- **Invited guests:** Dr. Stephen Cain
- **Council Liaison:** Carolyn Terry
- **Governance Director:** Clevette Ridguard

**Call to Order**

The regular meeting was called to order at 12:00 pm by Anestine Theophile-LaFond, co-chair. There was a quorum to conduct governance business.

**Approval of the Agenda / Minutes**

The agenda for today's meeting was approved as written (Motion: Dana Baker, Second: Diego Hernandez). Minutes from November 02, 2023 were accepted with corrections (Motion: Carole Wolin, Second: Teri Hurst). This meeting was recorded for internal use only. Minutes approved with corrections.

**Constituent Concerns**

At this time, guests were invited to speak by Dana Baker:

1. Vice Chair Dana Baker reported that one concern was received but that concern was also addressed to Administrative Council and Student Services Council. The concern was based on how the College dealt with crisis situations that impacted students. The matter was referred to the Student Services council.
2. EAP Reimbursement process brought by Terri Hurst – The faculty continue to experience delays in receipt of reimbursement as long as six months. This is a barrier to faculty attending conferences. The need for personnel to guide faculty during the application for reimbursement to avoid extensive delays.
3. Linda Robinson and Teri Hurst, brought to the attention of council the change in GPA requirement for placement in Math and English. Maryland Community Colleges Chief Academic Officers Group has determined that a GPA of 2.6 is sufficient to place students in college Math and English. Concerned that no information was communicated to make faculty aware and to prepare to support students accordingly. Dana Baker suggested that the matter be addressed to Administrative Council. Diego Hernandez countered that faculty council should be invested in this matter and it was suggested that Faculty Council can express concern as to the impact that approval of 2.6 GPA would have on teaching and learning.

4. Liaison Carolyn Terry explained that the Statewide agreement to the 2.6 GPA was outside of the college – the decision of the Maryland Chief Academic Officers group and the Maryland Association of Community Colleges Group. The interim SVPAA was not party to the deliberations because the ruling was done before the SVPAA joined these two groups. It was further noted that the 2.6 GPA proposal being reviewed by the Maryland State Superintendents responsible for K-12.  
This will be an agenda item for meeting with interim SVPAA.
5. Sally raised concern that if GPA were raised it may negatively impact enrollment – (having enough classes).

**Co-Chair's Report :**Co-Chair's report: PPT attached to minutes.

- Informative meeting with HR to show co-chairs and Secretary the list of peer institutions that will be used for comparative analysis and benchmarking for the Classification and Compensation study.
- The MC consultant, Segal, will conduct special session with FC during the December 7 meeting. Purpose is to gather faculty insights and thoughts on compensation, hiring, job classification and career ladder of MC

**Committee Reports \* See Supporting Documents for full reports**

- **College-wide Curriculum Committee (CCC): Harry Singleton**
  - Psychology AA – Approved by CCC: New program, Articulation agreements with UMCP and UMBC, Fully online delivery option
  - Board of Trustees approved Online courses – Cloud Computing, Data Science and General Graphic Design. Next step, approval from MHEC.
  - Curriculum committee affirmed that only fulltime faculty can submit course proposals to the Committee. Department chairs can submit course proposals for programs that are taught solely by part-time faculty members.
- **General Education Standing Committee (GEC): Kimberly Driver**
  - Work on the Micro credential for General Educations continues. Proposal is expected to be completed by end of semester and ready for Fall 2024.
  - General recertification of Languages is ongoing.
  - Gen Ed will attend AACU conference. Registration is now opened.
- **Academic Regulations Committee (Regs) : Diego Hernandez**
  - Regulation 9:2 – Academic Appeals completed.
  - A.R now has Dean representative, Dean Frank Trezza
  - OIRE provided data on DFW rates of students who register for more than one winter course. This data will help inform the regulation 4.4 which addressed on the number of credits a student can take in the five-week winter session without special permission.
  - A.R. remains concerned about the change in the A.R approval process. Plans to communicate same concern in writing to SVPAA.

- **Campus Reports**
  - Germantown Faculty Senate – tabled; the Germantown faculty senate has not been reconvened
  - Rockville Faculty Senate – Antonio Del Castillo supported by Omowale Elson
    - Voted to keep Antoni Del Castillo as interim co-chair to help in leadership transitioning
    - Continue to develop ways to assist TP/SS and GT senates
    - Discussed the matter of student retention: Monitoring the dropout rate among African American and Immigrant males. Requesting qualitative data to better understand what is happening to that group of students. College does have available, quantitative data.
  - TPSS – tabled; the TPSS faculty senate has not been reconvened.

**Guest:** Dr. Stephen Cain, Chief Strategist and Chief of Staff presented. Topic: MC Strategic Plan.

- Discussed briefly the plans background and how faculty can be involved.
- The Strategic plan serves as inspiration for what MC does, it guides the institution decision making and forms the basis for annual planning and budgeting. Some attention was given to Goal #2 of the strategic plan – fostering a sense of Belonging. Dr. Cain shared on Time article entitled “3 ways teachers can instill belongingness in students”. A question-and-answer period followed the presentation.
- Among the questions addressed were:
  - How can the Strategic plan flow to the level of the deans who are the implementers of policy?
  - What resources are available to assist Honors students and international students. These students feel “left alone” (sense of aloneness) especially since there is no funding available to support international students post COVID-19 pandemic?
  - What support will MC provide to facilitate the incorporation of Artificial Intelligence in our Jobs – teaching, how will it be reflected in resource allocation to enable us to adapt to new times and technology?

**Faculty Council Business:**

- After some deliberation the Accommodation for Faith-Based and Religious Practices was approved.
- In the interest of time the Academic Regulation 9.2 on Academic Appeals would be circulated to members for their comments. Council will hold special meeting before the end of the month to vote on the regulation.

**Reflection:**

Co-chair Theophile-LaFond thanked the council members, expressed appreciation for their efforts and wished all a Happy Thanksgiving.

**ADJOURNMENT:**

Motion to adjourn: Alla Webb, Second: Kimberly Driver

*\*Any presentations or supporting documents shared at this meeting will be available on the Faculty Council AY 2023-2024 Teams site.*

Meeting adjourned at 2:07 pm

Respectfully submitted by

Alla Webb, Faculty Council Secretary