

MONTGOMERY COLLEGE  
Distance Education Task Group

May 19, 2008

MEMORANDUM

To: Mary Kay Shartle-Galotto

From: Distance Learning Task Group

Subject: On-Campus Requirements for Online Faculty

One of the issues the Distance Education Task Group (DETG) discussed this year was the issue of on-campus requirements for full-time faculty who teach online. The issue was raised because some faculty were concerned that there are discrepancies in the on-campus expectations for faculty among deans and campuses. Some faculty reported that they were concerned that they were expected to be on campus 5 days a week despite teaching several courses online, and that other faculty were not expected to meet that same campus requirement.

Currently, according to the P and P and practice, scheduling and campus expectations are determined for individual departments and faculty by the Dean responsible for that department. Deans determine scheduling guidelines and on-campus requirements based on the needs of the department and in negotiation with individual faculty.

The DETG recognizes that many online faculty do substantial teaching work outside of traditional work hours, in the evenings and on the weekends. We recognize that, depending on the nature of the online course, the demands of teaching online can be more intensive than the demands of face to face courses. We encourage faculty and deans to discuss those demands in determining individual schedules. We also recognize that one of the benefits of online teaching is the flexibility that mode of teaching can offer to faculty.

On the other hand, we recognize that most faculty work outside traditional work hours in taking home assignments to grade, planning classes and responding to electronic communication. In fact, with the increase in the use of MyMC, WebCT, email and other online supplements, many face to face faculty are working substantially outside of traditional business hours.

Most importantly, perhaps, the DETG recognizes that a faculty's responsibilities to the College go beyond the classroom. While teaching students is certainly the primary function of a faculty member, a full time faculty member is expected to contribute to the College community in activities beyond classroom and instructional responsibilities, and that requires, usually, that faculty have an on-campus presence.

The DETG's recommendation in regard to the issue of on-campus requirements is that scheduling should continue to be an individual negotiation with the Dean based on the needs of the department, the nature of the courses taught online and the expectations for College service beyond teaching. Furthermore, we recommend that the Deans discuss their expectations and scheduling guidelines as a group, so that they can ensure that online faculty on-campus expectations are consistent and fair between and within the campuses.