

MC GOVERNANCE

Montgomery College
Faculty Council Meeting #1
Minutes

Thursday, September 19, 2019
12:45 – 2:45 PM
SC 152

Attendees

Members Presents: Michael LeBlanc, Tim Kirkner, Sonja Fisher, Belle Sheibner, Keith Martin, Anthony Solano, Alan Stover, Rebecca Thomas, Normal Winffel, Erin Marcinek, Comfort Mingot, Katie Mount, Joe Thompson, John Quah, Kimberly Yost

Members Absent: Erica Hepworth

Guests:

Council Resource: Carolyn Terry

Governance Liaison: Clevette Ridguard

Call to Order, Review agenda

The meeting was called to order at 12:48pm. The agenda was approved as written. This meeting was recorded for internal use.

Open Comment Time

No one presented during open comment.

Approval of Minutes

Minutes from the final meeting of the previous academic year will be sent via email for council members to approve.

Chair's Report

This Council needs to fill the positions of vice chair and secretary. The chairs sought those who are interested.

Discussion from Council Members

- *The discussion was tabled for today as the Council researches whether or not we can continue to have support from the College's Governance Office for meeting minutes as has occurred previously.*
- *If we have a person to take meeting minutes, this may help someone feel they have the capacity to volunteer as council secretary.*

There is a search committee to fill the vacant Director of the Library position and representation by two faculty members has been requested. The chair of the hiring committee is Michael Mills.

Faculty are needed to participate in the Guided Pathways Workgroup. This group may have changed names to "Fields of Study." They are looking to have two full time instructional faculty members, one part-time faculty member, and one counseling faculty member.

Discussion from Council Members

- *It was expressed that it would be helpful to have representation from all campuses.*
- *Members of the committee expressed concern over how quickly this workgroup is moving and how its focus may have evolved from the original mission. Having strong faculty representation to add our voice to the recommendations is vital.*

There is not a chair of the Rockville Faculty Senate, which leaves a vacant seat at Faculty Council.

Discussion from Council Members

- *Concern was expressed over these campus Senate groups being overlooked and underutilized.*
- *Concern expressed over low morale/hostile environment, treatment of faculty, and how that effects membership in such groups.*
- *Members brainstormed ways to get the senates more involved.*
- *Members agreed that this issue should be revisited.*

The Chair of Academic Regulations reported that there are many new members serving this academic year. They are in need one instructional faculty member from TP/SS. If a person from a STEM (Science, Technology, Engineering, and Math) field could fill that position, it would help have a balance of disciplines.

Discussion from Council Members

- *Multiple council members expressed concern over not giving the three standing committees of Faculty Council (Academic Regulations, Curriculum Committee, and General Education) enough time to report what is happening in those areas during each of our meetings. The recommendation to move those reports to the beginning of our agenda each meeting was made and accepted by the chairs. The chairs also encouraged the standing committees for specific time on the agenda as necessary to bring up topics which need more attention and time.*

- *Norma Winffel, chair of Academic Regulations, reiterated the importance of paying attention to and providing feedback for big initiatives such as “Credit for Prior Learning” which has many implications for the College and faculty in particular. This could greatly affect faculty workload.*
- *Members of the committee expressed frustration with the amount of guest speakers which come through the Council and leave very limited time to address issues facing faculty.*
- *Some members recommended that the Council limit the guest speakers, find alternative meeting times to disseminate information from guests, and/or take the lead in limiting presentation times during Faculty Council meetings. This will need further discussion, so the item was tabled for now.*

Upcoming events which faculty are encouraged to attend:

Town Hall with Dr. Pollard September 19th at 3pm in Macklin Tower Room 024. This directly follows our meeting.

The Equity and Inclusion Dialogues are coming up. These are for anyone (employees and students). They will be held on October 4th at TPSS from 8am to 2pm and on October 8th at Rockville 9:30p to 12am which is to help with those who may not make it to the day time option.

- *The issue of equity and inclusion not being adequate for part time faculty was brought up and encouraged as a topic in some of the aforementioned forums.*

The Equity and Inclusion Roadmap Town Hall Forums will be on September 27th at CAC in TPSS and on October 21st at the BE building at Germantown.

Discussion from Council Members

- *Katie Mount said she will be attending the forum on the 21st and can serve as a liaison to Faculty Council.*

Introduction and Icebreaker

The chairs led the group in a structured icebreaker activity utilized a brief personality inventory. Faculty Council members, chairs, and our guest provided introductions.

Visioning and Goals

The chairs explained the visioning process and started with facilitating a conversation about issues which have come up with how faculty are treated as part of the current governance system by exploring how the old system of governance compares.

Discussion from Council Members:

- *Council members expressed that there was more of a team atmosphere between administrators and faculty in the structure of the old system. They were allowed to*

work together as part of the Academic Assembly instead of being separated out by constituency. This ability to work together has been lost in the current governance structure which has the consequence of dividing constituencies instead of uniting them.

- *There was discussion about unions being represented in the old governance structure, which all the unions have not been given representation in the current structure. This may have had the consequence of making it harder for unions and administrators to have dialogues to mitigate issues in a more collegial environment.*
- *Council members expressed concerns about faculty feeling they cannot speak freely even in our own council meetings due to the current governance system requiring an administrator liaison in each of the councils. This erodes trust between constituents groups and administration. Governance groups were told what the governance council composition was going to be instead of employees having a say in who would be represented.*
- *There was discussion about how hard it is to get things accomplished. The current system has seemed to bring on a layer of bureaucracy which makes things very slow to come to fruition. Council members said they want to be able to move things through more efficiently. There was general consensus about having too many entities looking to give “for your information” presentations to this body instead of seeking our genuine input and feedback.*
- *One council member said that there is a lack of participation in the current system due to faculty fearing retaliation or feeling frustrated with the red tape.*
- *Other concerns about the current governance structure included: loss of autonomy and collegiality, a distant feel, loss of trust, loss of power, and a loss of relationships with deans.*
- *It was also brought up that Faculty Senate is needed and underutilized. How do we grow these groups?*
- *There was a discussion about giving ourselves the ability to prioritize our body this year, perhaps by having less guest speakers, taking the lead in how much time to give guests on the agenda, and/or finding alternative times to meet with the guests. There was general consensus that this is a barrier to being able to accomplish what this council was created to do.*

Michael LeBlanc read the mission and role of the Faculty Council from the governance handbook and posed the question of how this is translated into what members envision for this council.

Discussion from Council Members:

- *Council members want to help ensure the Faculty Senate groups on each campus are active. There may be an opportunity to strengthen their role and relationship with Faculty Council.*
- *Many expressed a desire to get more faculty involved and engaged.*

- *There was discussion about how both part time and full time faculty unions may want to be involved and how we can involve them.*
- *Many questioned the usefulness of the role of the administrator assigned to the council. That role is unclear and doesn't really aid in the ability to speak to faculty concerns freely. Discussed possible solutions to this.*
- *Council members would like to prioritize the needs of this council by limiting guest speakers, focusing on the needs of our standing committees, and creating a thoughtful, strategic body which is action oriented. When problems are identified, this council wants to be able to address them strategically and to be able to accomplish the goals we set each academic year.*
- *Members of the council felt strongly that as voted in representatives of the greater faculty constituency at the college, we must ask questions and seek answers in a more active way. There was general frustration about this body being too passive previously.*
- *Members brainstormed ways to create space for other faculty to come speak with their representatives, to serve as a way to share information and to address concerns. The idea of a town hall series for our constituents was suggested.*

The discussion was tabled for now to continue during the next meeting. Michael said he will send out the visioning and goals list via email.

New Business

The chairs let the Council know there are issues with the "Two Factor Identification" roll out, which some faculty have brought up. This will be a topic to discuss. Additionally, faculty have concerns about the "11:59/On time Registration" initiative and will likely be requesting some data.

Discussion from Council Members:

- *One council member brought up, concerns about APPE/APPM/APPG placement initiatives, the impact on students both in English and math, but also in their other courses. No data has been shared.*
- *A council member brought up the issue of the lack of parity with program initiatives between campuses.*

The discussion on these items has been tabled for today.

Adjournment

The meeting was adjourned at 1:43.