

## MONTGOMERY COLLEGE GOVERNANCE

### Faculty Council

December 1, 2022

#### Attendees

- **Members present:** Baker, Dana; Hurst, Teri; Karpakakunjaram, Vedham; Theophile-LaFond, Anestine; Lunn, Asia; Pointer, Jon; Prendergast, Michelle; Robinson, Tamesha; Sprague, Melissa; Thomas Desjardins, Ketely; Webb, Alla; Winffel, Norma; Wolin, Carole
- **Proxies present:** Carole Wolin for Shelley Jones
- **Constituents present:** Maurice Shihadi; BES Omowale Elson
- **Members excused:** Ahmad, Kay; Martin, Chloe; Pavetto, Carl; Sullivan, Rachel; Darr, Amanda; Jones, Shelley; Rick Pires for Susan Bontems
- **Invited guests:** Alberto “Tito” Baca, Chevelle Glymph
- **Council Liaison:** Terry, Carolyn
- **Governance Director:** Ridguard, Clevette

#### Call to Order

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

#### Approval of the Agenda / Minutes

The agenda for today’s meeting was approved. Approval of the minutes from November 3, 2022 was tabled. This meeting was recorded for internal use only.

#### Constituent Concerns

At this time, guests were invited to speak.

- See last page of these minutes for concern shared by Corinne Smith.
- Anestine shared a constituent concern raised during the recent RV Faculty Senate meeting regarding the College’s position about the quota percentages of remote, SRT, DL, and face to face campus. It is reported that students have gone to another institution to take the course online and then transfer the credit back so they can continue at MC.
- Dana shared a constituent concern from a previous FC member regarding the Council’s request for volunteers to serve on a college-wide committee. The former FC member reported that usually the names go to FC and the council sends forward a list of potential members the council recommends. This constituent is concerned that the council is not having a say to who represents the faculty on a committee.

#### Chair’s Report

The council co-chairs, Jon Pointer and Dana Baker, shared a PowerPoint\* for their report. The report included College updates, reminders about upcoming events, and initiatives.

#### Committee Reports

- College-wide Curriculum Committee (CCC): Vedham reported that only a few proposals were considered; the catalog is being reviewed and revised; spring 23 new ARTT courses will be offered.
- General Education Standing Committee (GEC): Michelle reported that the GEC approved a MATH 165 proposal to revise their signature assignment. Course recertifications are ongoing. The global cultural perspective (GCP) rubric and placement on the GESC webpage is being reviewed.

- Academic Regulations (AR) Committee: Due to Student Affairs Division Meeting taking place on Friday, November 11 (originally scheduled Academic Regs meeting), the next meeting will be taking place on Friday, December 9th.

### **Campus Reports**

- Germantown Faculty Senate – tabled, they have not met.
- Rockville Faculty Senate – Anestine reports concerns shared about adding distant learning courses and SRT courses should be actively assessed. We have wait lists with 10-12 students on the list. We should be able to open another section. Several faculty have reported students demonstrating rowdy behaviors in hallways. We have also adopted goal #2 from FC’s goals and work towards the shared outcome.
- TPSS – tabled; the TPSS faculty senate has not been reconvened.

### **Guests**

Alberto “Tito” Baca, AAUP President, shared his goal to encourage collaboration and open the lines of communication between the union and the Faculty Council. He encouraged faculty to attend the AAUP meetings.

Chevelle Glymph, Director of Public Health, shared that in spring 23 masks will be optional for classrooms. She encouraged the flu vaccine and COVID boosters. Hand sanitizers will continue to be available throughout the College. Students are still strongly encouraged to upload their proof of immunization, but it is not a requirement. Previously, employees were to be fully vaccinated or receive an exception; now there is no mandate for vaccination.

- If you have someone close to you in your work environment, you can ask that person to wear a mask but since masks will be optional, you can’t require they wear a mask.
- If a person is positive for COVID, they must still quarantine for 5 days and wear a mask while exhibiting symptoms.
- If a student / employee tests positive for COVID, they should still report it to [publichealth@montgomerycollege.edu](mailto:publichealth@montgomerycollege.edu)

### **New Business**

- Carolyn Terry provided an update on the 23-24 College Calendar.
- Carolyn also shared a new initiative to implement an annual schedule for the AY 23-24.
  - A committee convened last week; charged to develop the process for using analytics from Ad Astra that recommends adding and deleting sections before the schedule goes out to Chairs.
  - The schedulers will delay sending out the first review of the fall 23 schedule until February. Expectation is to have the fall 23, winter 23, spring 24, and summer I included in the production schedule.

*\*Any presentations or supporting documents shared at this meeting will be available on the Faculty Council AY 2022-2023 Teams site.*

Meeting adjourned at 1:55 pm

Respectfully submitted by

Melissa Sprague, Faculty Council Secretary

### **Constituent Concern**

Last year, when I was submitting for reimbursement for my AHIMA membership (or maybe it was for an MDHIMA meeting?), I was told by Lynette Evans that I didn't have any funds left in my EAP to reimburse for those expenses. I asked why there wasn't any money there, and she told me that when a reimbursement request is processed, first the EAP funds are used. Then, after those are depleted, the tuition reimbursement fund (equal to the in-state Maryland tuition amount) for advanced degrees is used. The advanced degree funds are not used until the EAP is depleted.

It is a problem to distribute the EAP funds and the advanced degree tuition assistance in this way because health sciences faculty are required to obtain specific CEUs to maintain our healthcare credentials. For example, I am required to have an RHIA and CCS to be the program coordinator for a CAHIIM-accredited HIM program (and teach coding in that program). The RHIA requires 30 CEUs and the CCS requires an additional 15 CEUs. I cannot apply my Ph.D. coursework to my required CEUs (restricted to AHIMA-approved CE activities).

It seems to me that the EAP funds should be reserved to cover meetings/CEUs and memberships related to (and required by) my employment. Using EAP funds for advanced degree courses forces the health sciences faculty into paying out of pocket to maintain credentials that are required for employment, and creates a disincentive for health sciences faculty to pursue an advanced degree.

The distribution of funds is also not transparent to the employee who might not realize that they don't have any EAP funds left and now have to pay for the activities to get the CEUs required for their job. In my case, I was able to cover the extra cost with summer teaching ESH, but the distribution isn't explained anywhere and since it is a benefit, I think all MC employees should understand (and anticipate) that they won't have CEU money available if they take classes for an advanced degree.

I would like to suggest that Dr. Williams, Dr. Rai, and the Faculty Council consider creating more transparency with EAP and other educational benefits. As these are benefits of my employment, I would like to be able to log onto my Workday and see the current available amount for both of these benefits. I have sent multiple emails to Lynette Evans asking about my EAP balance, and receive no reply. My perception (and other health sciences faculty) is that the College is making these benefits intentionally difficult to access; applying for tuition reimbursement in Workday is a difficult process and the lack of transparency with these funds creates distrust and confusion.

Corinne Smith