



INTERsections

The Academic Affairs Chronicles
April 2019

A Message from Margaret Latimer

While Dr. Rai is in Russia immersed in the 2019 Fulbright Russia Community College Administrator Seminar (CCAS), it is a privilege to write to you in this edition of Intersections. It also gives me an opportunity to congratulate Dr. Rai on receiving the National Council of Instructional Administrators' (NCIA) Chief Academic Officer of the Year award (see more information below). He traveled to Russia via San Diego where he received the NCIA award. On his flight to Russia, he wrote a [blog](#) post that was a fascinating personal introspective. I hope that you have had a chance to read it and the other posts that Dr. Rai is sending from Russia. I look forward to learning more from Dr. Rai when he returns – about Russian education efforts to address the digital and global economy and our own efforts to globalize at Montgomery College.

Meanwhile, some amazing outreach is occurring on all campuses. Ensuring that County residents, elected officials, business leaders, as well as members of the College community – at all levels – are well versed in all things MC is vital. People have options, today. Few of those, IMHO, as good as MC – both in quality and economy - for that sector of higher education that is ours. We need to let them know. So, congratulations and thank you to all who have or are about to help with these events.

The culminating event celebrating Germantown's 40th anniversary was on March 30. Several thousand visitors enjoyed activities and learned about Montgomery College programs while having fun and winning prizes. Based on a survey at the photo booth, we estimate that over half of the attendees were first time visitors to the campus. Many remarked that they had no idea about the

breadth of offerings at MC.

Trustee Information Day is an annual event designed to familiarize members of the Board of Trustees, the Foundation Board, and the PIC MC Board, with different facets of the College. The April 1 event highlighted WD&CE providing both an introduction for some and a deeper understanding for all, of the breadth and impact of work done in this unit. Community colleges are a critical component in economic development. MC's role in creating and maintaining the stellar talent in Montgomery County was on display that day.

The Rockville Open House on April 6 was a huge success! Over five hundred families explored robotics, early childhood education, nursing, and the performing arts, to name a few of the activities. Three \$500 scholarships were raffled off and everyone seemed to have a great time.

On Saturday, April 13 from 7 a.m. until 1 p.m. the TPSS Health Sciences programs will be conducting a Mass Casualty Drill – for the fifth time. This is an interdisciplinary training exercise for students from several of the health sciences programs. The simulation involves students and instructors from Diagnostic Medical Sonography, Emergency Management, Nursing, Radiologic Technology, Physical Therapy Assistant, Public and Community Health, Mental Health, Surgical Technology and many other volunteers from Montgomery College campuses.

Events like these are successful because so many from within the College community volunteer. I know that I speak not just for myself, but for Mr. Payne, Dr. Kelley, and Dr. Stewart – and Dr. Rai – in thanking all of the faculty, staff, and students who have participated to make these outreach events so successful. This work is on top the hard work being done on the Academic Master Plan initiatives and the Division Goals. Thank you.

April and May are the months that we celebrate the success of our students and our colleagues. I look forward to seeing many of you at upcoming celebrations.

Margaret

Automation of 2019-2020 Program Advising Guides *Veronica Banh*

On April 5, 2019, a new automation process was launched to generate all 2019-2020 program advising guides automatically for all degrees and certificates programs. The curriculum information on these guides are being imported from the catalog every night so it's always up-to-date. Please make sure the advising guides links on your academic programs webpages are pointing to the new guides on this [page](#). The URLs for the guides will always point to the most recent version. Moving forward, this process will automatically generate new advising guides every time a new academic catalog is launched.

Due to this new automation process, we can no longer manually add the advising worksheets (created by a counselor) to these documents. As a workaround, a link is provided on page 1 of each advising guide to point directly to the worksheet for that specific degree or certificate program.

If you have an update or need assistance, please contact me via [email](#) or phone, 240-567-5018.



Academic Master Plan Update *Initiative 4: Implement Alternative and Customized Credentials and Pathways*

Initiative four of the Academic Master Plan (AMP) focuses on designing alternative and customized credentials. One goal for this initiative is to increase by 200 percent the number of students receiving multiple credentials by 2021. An ambitious goal! Toward this goal, the College has made significant progress on developing alternative credentials known as "microcredentials." As the name implies, these credentials are competency-based, designed to be obtainable in a shorter timeframe than a degree, and focused on the skills and knowledge employers indicate are important for learners to have achieved as potential employees to demonstrate their marketable skills.

A work group was formed to explore the College's badging opportunities. Comprising Dr. Michael Mills, Dr. Kimberly Kelley, and Dr. Donna Kinerney, the work group has identified what is necessary to launch badging that will serve credit, non-credit, and professional development learners. It has developed guidelines that provide a mechanism to systematically develop, refine, and implement microcredentials in a host of different units and programs. For example, one initial work group activity was to identify and establish a technological foundation for issuing and sustaining electronic badges. The College evaluated various vendors and ultimately chose Credly as the foundation for badging. Credly makes it possible to develop, issue, and have a repository for microcredentials at the College and a location for students to learn more about their microcredentials as they achieve and store them.

Once Credly was set-up, the group turned to testing the process for creating and evaluating microcredentials through the Macklin Business Institute (MBI) and using the University System of Maryland (USM) badge assessment tools. The pilot implemented two MBI-relevant badges that are sanctioned and supported by the USM. The MBI staff and faculty launched the Communicator and the Leader badges, using and adapting the milestones established through the USM badging initiative called B.E.S.T. (Badging Essential Skills for Transitions). This pilot helped identify what the College would need to expand the initiative beyond the pilot phase.

The work group has completed a microcredential guidelines document to provide a framework for supporting the development of microcredentials within the College's non-credit and credit units. In addition, the work group has established a connection with the microcredential milestones developed by the USM for adaptation and use at MC. To provide further in-depth information on microcredentials, the work group is hosting a workshop on microcredentials on **May 13 from 12:00 p.m. until 1:00 p.m. in Mannakee 122 on the Rockville Campus**. Attendees will be given an overview of microcredentials, an opportunity to review the guidelines, and a chance to explore their interests in microcredentials and in developing additional microcredentials at the College. The work group has also launched a website to provide background on microcredentials for the College community. You

may find the site [here](#).

The work group has learned that when microcredentials directly align with employer needs and are sanctioned by national organizations—such as Cisco or the International Association of Machinists and Aerospace Workers—they are the most portable and valuable to the learner and the employer. Further, microcredentials need to be clearly defined and such things as participation, which do not demonstrate a learner's skills, are not appropriate criteria for evaluating microcredential attainment. There are many possibilities for developing and launching microcredentials at the College. We hope you will join us on May 13 at noon to learn more about them and how to develop microcredentials in your unit.

2020 Sabbaticals

The College has awarded the following sabbaticals for AY20:

- Susan Blumen: "Demographics, Research, and Study of Microaggressions and Nonviolent Communication"
- Henry Caballo: "Just Write: An OER Writing Text for Academic Writing I"
- Dorelle Engel: Completion of doctorate in Health Sciences
- Lori Kelman: "Expression and characterization of the NISTmAb"
- Rita Kranidis: "A Scholarly Study of Integrating STEM and Humanities: Best Practices and Impact on Student Learning"
- Jill Kronstadt: "Beyond the Argument Reader: Faculty Resources for Integrating Global Content and Diversity into the ENGL102 Standard Textbook"
- Melissa Lizmi: "Integrative Media Lab and Digital Storytelling"
- Kristine Lui: "Improving Minority Student Success in Science, Engineering and Math Using Two Brief Interventions"
- Zdeno Mayercak: "Design Elements and Principles in Animated Videos"
- Essther Schwartz-McKinzie: "Speaking Out - Families of LGBTQIA Advance the Dialogue"
- Shweta Sen: "Challenges and Choices - Navigating the Maze of Academic Underperformance, Socioeconomic Disparities, and Mental Health Issues in Higher Education"
- Maria Sprehn: "A World Away - Migration and History in Montgomery County"

Please take the opportunity to congratulate your colleagues on being awarded a sabbatical. These are wonderful opportunities to begin research, complete degrees, write, and grow as a member of the faculty and a member of the College community.



Dr. Rai Awarded CAO of the Year

The National Council of Instructional Administrators (NCIA) has selected Dr. Sanjay Rai, Senior Vice President for Academic Affairs their Chief Academic Officer of the year for 2018! In selecting their Chief Academic Officer of the Year, the NCIA used the American Association of Community Colleges core leadership competencies: organizational strategy; institutional finance/research/fundraising/resource management; communication; collaboration; and community college advocacy as their foundation.

Dr. Rai's nomination packet addressed student success and completion initiatives that have driven the College and the division over the last four years, including the development and implementation of the Academic Master Plan; the redesign of General Studies and developmental English and math programs; the transition to the new ELAP program; the development of online degrees and the use of open educational resources; the deepening of MCPS partnerships with the Early College and Middle College programs; a dramatic increase in dual enrollment; the awarding of \$25M in USDOL grants; the development of our digital catalog and the creation of new programs and certificates. These are just a few of the highlights from the award packet – all of which were led by faculty, administrators, and staff at Montgomery College. In his comments at the conference, Dr. Rai noted the remarkable team of faculty, staff and administrators he has the opportunity to work with to achieve the best outcomes for students.

Upcoming In-Person Ethics Training Opportunities

The Compliance Office has been making efforts to assure that trainers are trained and that in-person Ethics Training takes place Collegewide. Their last newsletter featured information on a wide variety of topics and provided employees with valuable updates that relate directly to the work you do every day at MC. It also included responses to frequently asked questions about the **two FY19 required ethics trainings**. This issue, as well as past issues can be found on the [compliance webpage](#).

The Office of Compliance, Risk, and Ethics will offer Focus on Ethics in-person training sessions in the Central Services Building during the spring 2019 semester. Employees may enroll in these sessions through MC Learns. These sessions are considered as opportunities to make-up the in-person ethics training for new employees or employees who missed the training offered through their departments.

Tuesday, April 23, 2019	10:00 a.m.–12:00 p.m.
Friday, April 26, 2019	10:30 a.m.–12:30 p.m.
Wednesday, May 1, 2019	1:30 p.m.–3:30 p.m.
Tuesday, May 14, 2019	12:00 p.m.–2:00 p.m.

Department Detail

ELITE Faculty Associates - Grassroots Faculty Professional Development by Dr. Caroline Mrozla-Toscano

Did you know...

Faculty Associates (FAs) are an integral part of ELITE's mission to design and implement faculty professional development in line with emergent interests from the faculty themselves. Each campus has two FAs who participate in campus workgroups and work in tandem with a campus-based Instructional Designer from ELITE. FAs serve a two-year term for which they receive ESH. Their terms

are staggered so that one FA has already been in place for a year to mentor the incoming FA.

On the Takoma Park/Silver Springs campus the two FAs are Diego Hernandez, Assistant Professor of ELAP, Linguistics and Communications Studies, and Dr. Tracey Smith-Bryant, Psychology. Professor Hernandez and Dr. Smith-Bryant have been instrumental in designing workshops on the TP/SS campus such as “Nudging Students Toward Success” and “Authentic Assignments: Expanding Audience and Purpose to Increase Student Engagement.” Moreover, the FA work group organized workshops on linguistically diverse students, such as “Helping ESL Students Distinguish News from Fake News” and “Refugees and Asylees in Maryland: The Current State of Affairs.”

“Serving as a Faculty Associate on the TP/SS campus for the past two years has been an eye-opening opportunity for me as faculty,” said Professor Hernandez, referring to the bottom-up process of gauging faculty interest and meeting their instructional needs. “It has been instructive to see how such a process can run smoothly.”

According to Dr. Smith-Bryant, the campus work group is effective in large part to the synergy created among colleagues. “We each bring our own unique experiences to the team because we have different educational, work, and professional backgrounds,” she said. She added that the work group has developed “a collaborative and supportive relationship that demonstrates the type of collegiality that every team should aspire to achieve.”

Professor Kronstadt, who had been the College’s first FA back in 2011-2013, said, “It has been gratifying to see how much ELITE has blossomed due to the contributions and creativity of each team,” referring to the other FAs on the Germantown and Takoma Park/Silver Springs campuses, and the ELITE Instructional Designers. As an FA, Professor Kronstadt spearheaded Germantown’s Root Beer Roundtables, a series of informal and honest discussions about a topic that faculty are facing in their classrooms.

“Being an ELITE work group member is quite rewarding when you see a room filled with people attending a workshop that you helped arrange and schedule,” said Professor Tropin, adding that interacting with his faculty colleagues is a great “dividend” he has enjoyed as an FA. “The experience has been incredibly rewarding and gave me an even greater appreciation of the faculty members who present their own workshops,” he said.

For faculty interested in being part of ELITE’s faculty work groups, please contact the respective FAs for each campus: [Diego Hernandez](#) and [Tracey Smith-Bryant](#) for Takoma Park/Silver Springs; [Susan Blumen](#) and [Sara Kalifa](#) for Rockville; and [Jill Kronstadt](#) and [Mitchell Tropin](#) for Germantown.



DATA POINTS

Early College Students' Pass Rates

83.0% for CMSC140
85.4% for MATH181
97.9% for ENGL101