

AAUP NEWSLETTER

Volume 3, Issue 5

Montgomery College Chapter

April, 2005

President's Corner

By Rose Sachs

During recent Governance Leadership Group meetings, issues of communication were raised and discussed by the faculty representatives and the senior administrators. From these discussions a commitment to engage in a more forthcoming sharing of information and a more inclusive process of decision-making has emerged. Since these discussions, we have experienced that which appears to be the beginnings of a more collaborative approach to identifying, examining, and discussing issues. Just as the administration needs the depth and breadth of alternative and contrasting viewpoints to formulate thoughtful policy and reach rational decisions, we need your input so that we may accurately represent the faculty perspective in the myriad of issues at hand; we need you to continue to share your thoughts, feelings, and experiences. Clearly, we cannot devise a survey for each and every issue as it arises, but be assured that the information you send and share with us is attended to and used.

Updates

FACULTY LEAVE

We have been told that, at this time, no draft of a policy on faculty leave exists, thus demonstrating that fifty thousand

Frenchmen, as well as several College Deans, can, in fact, be wrong. Whether such a draft ever existed is unclear and may or may not be of any relevance. To create a policy that treats faculty respectfully and equitably while ensuring accountability and availability to students is not a simple undertaking and must be viewed within the context of and along with the variability of the number of days on campus currently required by individual Deans, as well as how teaching distance learning courses intersects all of this. Essentially, this policy is mired in other issues and deserves a great deal of thought from both faculty and administrators. AAUP requested a meeting with one of the Deans for the purpose of understanding the specific problems from their perspective. A meeting is being scheduled with AAUP leadership and Steve Cain, the Lead Dean. Once we have a clear picture of the problem, or, at least, the concerns of the administration, we will be able to thoroughly examine the issue and engage in some manner of appropriate collaborative problem solving aimed at devising a recommendation. At this point, we really do not know whether this issue will be handled through a joint committee or through the process of negotiations. Stay tuned....

DISTANCE LEARNING

AAUP requested a meeting with Ron Liss and Distance Learning personnel. On March 14th, a meeting of Chapter representatives, faculty teaching DL classes, DL staff, and administrators took place for the purpose of establishing a standing committee to oversee the current issue concerning distance learning and to provide recommendations as issues and initiatives develop. A committee is being formed and particular issues of immediate interest have been identified as 1) the roles of faculty and of DL staff in terms of scheduling and observation and 2) the impact of teaching DL courses on on-campus requirements for both teaching and counseling faculty. We are hopeful that this committee will indeed continue to meet with some regularity to sort out these critical issues and that the committee will reconvene as needed.

DIVISION CHAIRS/ASSISTANT DEANS

As most of us are aware, four Assistant/Associate Dean positions have been established as a pilot for reorganization of the academic area this coming fall semester. Our understanding, which may or may not be entirely correct, is that two positions will go to Rockville,

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Response to *Joining the Union*

By Jack Suruda

It's a no brainer . Most individuals with a sense of right and wrong certainly agree with the ideas expressed in *On Union Membership* (February 2005). Sure, faculty should serve students; advancement should follow achievement. Bad faculty should be disciplined or fired; good faculty should receive recognition from attentive administrators and reasonable deans. And nobody should have to pay dues to work at an academic institution.

But that just marks a starting point . The work place adds other truths. In our early adulthood, having hired on to a tough job, we wrestle with complex work demands, struggle through adversity, gain hard-earned experience, and begin to accrue practical knowledge, learning hard-won, reality-based lessons and wiser principles. We mature.

We also learn to band together to effect change.

Besides making other tough choices, most faculty choose to join MC's AAUP union, the only community college union in Maryland, and the only organized college force to effectively monitor and ensure equity, faculty rights, and faculty benefits.

Unfortunately, the no-union article (February 2005), provides a convenient, too-simple, Don Quixote-type cover to those faculty who receive union benefits but disdain the bottom-line price—membership dues. Now, non-members can pretend that they're acting as idealists, academic purists who forge ahead on individual quests for goodness and the American way. Not so.

Face it. It is the union, no one else, that serves as the force to make sure that the College lives by your ideals. ♣

Jim Daniel's and Carolyn Terry's areas; one to Takoma Park, Paula Matuskey's area; and one to Germantown, Karen Roseberry's area. We know that these positions will be classified as administrative, rather than non-bargaining faculty, a decision resulting perhaps in part from AAUP and faculty input. We know that if a current faculty member is hired in one of these positions, s/he will relinquish faculty status and will not be able to return to that relinquished position. We know that a JIQ is being written, or has been written, by Mary Ann Beatty, former Dean of Student Development-R, and that the individual Deans will have a great deal of flexibility in shaping their specific positions. What we do not know is how these positions will be filled; we assume that usual procedures, hiring committees with faculty representation, will be used. Naturally, we have some concerns about the timeline, as many faculty members are not on campus during the summer. We also do not know whether faculty in these four areas will be evaluated by the Dean or by the Associate Dean, as this decision will belong to each individual Dean. Most everyone is in agreement that the Deans need support; it remains to be seen, however, whether this structure will allow the Deans more time to focus on academic and programmatic issues and, thus, bring them closer to the faculty or relieve them of the duties that involve faculty and, thus, separate them further from the faculty. We, particularly those of us who are in the selected areas, need to continue to closely watch and evaluate this structure as it develops.

MC/MCPS INITIATIVES

A meeting was held during which it was shared with the Deans and Chairs of Student Development that MCPS has established a system of academies in the high schools. To graduate, a student will be required to successfully complete one of three tasks: research, an internship, or the completion of a college course. The potential impact of this, on not only counselors, but teaching faculty as well, may be a bit staggering, both in terms of teaching additional students and assuring academic integrity. Bringing faculty in at the beginning of these discussions, rather than at the end, is a positive step in terms of fostering better communication and, additionally, may prevent some of the difficulties initially encountered by the Gateway Program. A particular student population in need of attention in this initiative, as well as in the many programs being offered by the College through Continuing Education and Work Force Development, is students with disabilities. The DSS counselors, Collegewide, have requested a meeting with the Deans of Student Development to troubleshoot the impending problems, and the Deans have responded favorably to such a collaborative discussion. We will let you know more as more information becomes available.

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State AAUP Conference: Winter 2005

By Jack Suruda

Goals: Obtain Favorable legislation
Educate and mobilize membership
Educate legislators
Develop relationships with legislators for the long haul

On January 8th, a cold, rainy Saturday, the State Conference of AAUP convened at Sellinger Hall, Loyola College, to discuss national and state issues (“Washington and Annapolis in the Age of Bush and Ehrlich”), and to elect State Conference officers. The small faculty contingent—13 in all—represented Loyola College, Montgomery College, and Towson State University, and, by extension, all the other Maryland colleges and institutions of higher learning—Frostburg, Prince Georges C.C., Hood, Howard C.C., St. Mary’s, et al.

Father Frank Haig, S.J., welcomed members, speakers, and guests, and set the tone for the morning and afternoon sessions—a mixture of informed awareness, attentive vigilance, and renewed commitment to AAUP principles.

Fr. Haig, a physics professor at Loyola, referred to 2005 also as “The Age of the American Empire” where everyone else is mad at us but where we nonetheless struggle to function in an educational setting that still endorses the American tradition that the professorate is free. He noted that we are not employees of the state a la 1933 Germany where 1/3 of the university professors were removed by the new chancellor, Adolph Hitler. Father Haig added that we have the independence and must retain that independence to train and to educate our students.

The main speaker, Brian Turner, Associate Professor and Chair of the Department of Political Science, Randolph-Macon College, covered “Higher Education in the Second Bush Administration.” Based on the premise that AAUP’s informed, active faculty voices impact state and national leaders, Professor Turner addressed, in depth, key components of the national scene: the players—Margaret Spellings, Secretary of Education, and Sally L. Stroup, Assistant Secretary for Post Secondary Education; the work not completed in 2004 in the Higher Education Reauthorization Act—an International Advisory Board (it would introduce political oversight of academic curricula in Latin American studies, African studies, and Middle Eastern studies), and student financial aid (especially upping the Pell Grant maximum); and international affairs and Homeland Security issues—visa difficulties (losing full-tuition paying students to Australia and the UK), denial of visas in high profile cases (Cubans and Islamic scholars), and OFAC’s (Office of Foreign Assets Controls) restrictive interpretation

College Longevity Award Luncheon: Jobs Well Done

By Jack Suruda

During the Friday January 21st Longevity Award luncheon, Provost Hercules Pinckney praised Bob Coley, Germantown's prolific 30 year veteran teacher, with a tongue-in-cheek phrase, "...before there was Germantown, there was Bob Coley." Other presenters similarly honored 100 award winners—faculty, staff, and personnel—for their accumulated years of service to the College—10, 15, 20, 25, 30, and 35 years. They, too, shared both honest praise and good humor.

Citing numerous job functions—from math teacher, department chair, reading instructor, lab co-ordinator, English teacher, program assistant, book department manager, TV program assistant, dean, and lead carpenter to director of personnel, maintenance crew member, Smithsonian fellow, special assistant to the president, and Charlene Nunley herself (25 years)—speakers highlighted two qualities: on-the-job longevity and worker achievement. Vivian Lawyer, Chief Human Resources Officer, paid tribute to the award winners, "I am amazed at all the work you do." President Nunley's videotaped message plugged another angle (according to her, one worthy of being put on the side of a transit bus), "MC is easy to complain about but hard to leave."

Presenters described honorees as "tireless," "dedicated," "energetic," "exceptional," "outstanding," "passionate," "intense," "loyal," and also revealed less known achievements such as community activist, master ballroom dancer, and concert pianist.

Award winners, presenters, and guests enjoyed a buffet lunch of salad greens, roasted chicken and potatoes, stewed carrots, a steamed vegetable medley, rolls, coffee, iced tea, and a choice of desserts: Oreo cookie pie, peach pie, carrot cake, apple pie with walnuts, chocolate cake, and coconut cream pie. Wow! Sparkly white table cloths dotted with blue cloth napkins, individually set places, table flower arrangements of yellow carnations, yellow miniature marigolds and white spider mums, smooth background jazz, and marquee type theatre lights along both sides of the theatre arena added a festive note to the laughter and conversation. Zowie!

In spite of several name mispronunciations, the College did well in honoring its workers. One longevity medal winner aptly described the well-received one and a half hour award ceremony, "It was fun to hang out with faculty and friends." Recognition for a job-well-done left a good taste with everyone. ♣

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on the publishing of materials by Iranians, Sudanese, and Cuban authors.

Both Professor Turner and attending AAUP representatives urged faculty to communicate with their legislators, especially on AAUP's Capitol Hill Day, June 9th. Turner explained this exercise in persuasion as a great way to mobilize senators and a very useful format in which to articulate faculty viewpoints and issues. "We have a right to make known our perspectives as educators. We are not employees of a college...." Turner listed perspective legislators: Rep. Chris Van Hollen (D-Md-8 Rockville), Education and Workforce Committee; Rep. Steny Hoyer (D-Md-5 Southern Md. and suburban DC), Committee of Appropriations, Subcommittee on Labor, Health and Human Services, Education, and Related Agencies; Sen. Barbara Mikulski, (D) Health, Education, Labor, and Pensions Committee and Appropriations Committee; and Sen. Paul Sarbanes (D), chair of the Maryland congressional delegation.

Turner was followed by Donald Boomgarden, Assistant Vice President of Academic Affairs, Loyola College, who addressed the state scene—the climate of higher education in Maryland. Familiar with educational data and program development as well as frequently interacting with groups such as MHEC and MICUA, Professor Boomgarden referred to higher education in Maryland as "a highly charged environment," a major political arena swept by a blizzard of issues: slots, budget cuts, a cap on tuition, threatened gubernatorial vetoes, wrangling politicians, and political parties in conflict. In addition, he stated that, for students, going to college is becoming more and more difficult. In fact, the bigger question for students goes beyond just the one big problem, Pell grant funding. College affordability has hit what Boomgarden iterated as a "perfect storm," a trip-wire environment involving rising tuition, decreasing state funding, decreasing student-aid options, and changing demographics—with Maryland in need of new programs and new growth. Boomgarden stated that 2008 will mark Maryland's new high water mark, the largest high school class ever. But, he added, "Growth doesn't come free."

After a catered lunch, conference participants chose Frank Haig (Loyola) and Gordon Choper (MC-retired) to serve one year terms as president and treasurer. Members then selected the fall 2005 meeting date as Saturday, October 1st at Towson University, followed by a mid-winter or spring meeting to be announced later.

Maintaining its position as both the sole voice within the state that speaks for higher education faculty and as a strong advocate that supports a cornerstone issue, academic freedom—lobbying for its continued vigor and defending against its corruption or weakening—the State AAUP conference adjourned its annual meeting, hammering away until the end on an important theme: keeping the fire alive.

Additional Information:

"Grapevine: An Annual Compilation of Data on State Tax

Appropriations for the General Operation of Higher Education," from the Center for the Study of Education Policy, Illinois State University.

<http://www.coe.ilstu.edu/grapevine/>

Maryland Higher Education Commission

<http://www.mhec.state.md.us>

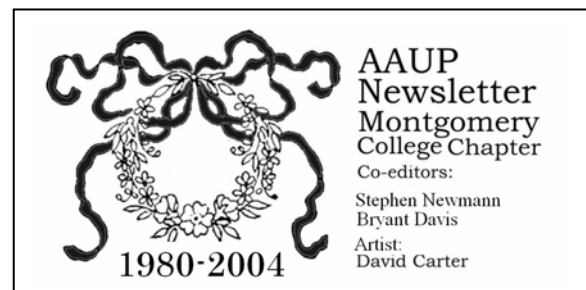
National Center for Public Policy and Higher Education, "Measuring Up State Report Card"

<http://measuringup.highereducation.org/survey.cfm>



Who's Who in 2005

President	Rose Sachs - (R)	279-5077
Secretary	Rick Penn - (R)	279-5195
Treasurer	Bill Talbot - (R)	279-5014
VP – G	Tammy Peery - (G)	353-7768
VP – R	Judith Prask - (R)	279-5126
VP – TP	Tracy Smith Bryant - (TP)	650-1369
Past President	Harry Zarin - (G)	353-7767
Governance Liaison		
	Jim O'Brien - (R)	279-5233
Grievance Officers		
	Don Day - (R)	279-5235
	Tim Kirkner - (R)	279-5049
At-large Member	Abby Spero - (G)	353-7753
At-large Member	Trudy Cohen - (TP)	650-1412
At-large Member	Ken Weiner - (R)	279-5203



Rose Sachs Speaks to County Council

On April 7th Rose Sachs, MC Chapter President, spoke to members of the Montgomery County Council. Here is the text of her testimony.

Members of the County Council:

My name is Rose Sachs. I am a professor and department chair of Disability Support Services at the Rockville Campus of Montgomery College. I am here this evening as the President of the Montgomery College Chapter of the American Association of University Professors, AAUP. I would like to take these few minutes to speak about that which I am most familiar: students with disabilities and the concept of endless possibilities.

Over the past several years, I have been working with a young woman who has multiple disabilities: she is blind, and she manages two serious medical conditions and a significant psychiatric disability. She lives on her own with meager financial resources and no family support; she grew up in an abusive environment. She attended schools that are largely focused on behavior, and, consequently, when she first came to the College, her academic skills were well below college-level. She is also intelligent, fiercely independent, and highly motivated. When I first met her, Montgomery College was, most likely, her only possibility, her only opportunity to close the gap between her skills and her potential.

She is a remarkable young woman, who is now enrolled in college-level courses, and, this past year, she has been the recipient of two scholarships, one based on disability and merit, the other on academic and service achievement. She has done her part, and by having in place the programs and services she required, we were able to do ours.

This young woman is only one of hundreds, thousands, of students, disabled and non-disabled, who come to the College with endless potential and few possibilities. Although we have many fine programs for the scholars, the already proven students, for me, it is those students who have not yet become, who are the most compelling, and who make my job a privilege.

During more than twenty years at Montgomery College, I have witnessed the shape of the College

develop and change to accommodate the needs of the county and the needs of our students, within shifting political, cultural, and economic climates. During less complicated and more empathic times, endless possibilities spoke to the array of programs and coursework that engendered a future filled with choice. Although we are cushioned by the continued commitment to education and social programs within our own county, we live in a broader environment that is characterized by complexity and political indifference. During these times, we are, for many students, the one possibility, the one opportunity to build the necessary skills and accumulate the requisite knowledge that ensures a viable future.

Our students, young men and women right out of high school, returning students, who, by choice or necessity, are reshaping their careers and their lives, students from other countries and diverse cultures, and students who need a second or a third or a fourth chance, because this world, after all, gives a straight road only to some, our students are the composite of the county, the nation, and the world. They come to us with the potential for an enriched life, a life that will serve both self and community. But talent and motivation can flourish only within the context of opportunity. It is in our classrooms that this opportunity exists.

Montgomery College cannot close its doors to even one qualified student because we are short a classroom, or a professor, or a program, or a parking space, or a computer or lab station. Nor can we compromise the quality of the education received or the programs offered; to do so would diminish our students' abilities to compete in future academic and employment environments. To continue to develop and enhance our program and course offerings, to maintain quality teaching and counseling, to uphold academic integrity, and to be of service to our community, we need resources. With all respect due, AAUP asks that you fully fund the College's operating and capital budget request.

As a representative of the faculty, I thank you for the support you have given in the past and appreciate your time and serious consideration.

Testimony Submitted by:
Professor Rose Sachs, MSW, LCSW-C
President, Montgomery College Chapter of
American Association of University Professors ♣

ELECTIONS

As the academic year is coming to a close, we need to plan for next year and begin to think about Chapter officers. Tim Kirkner (Counseling-R) will again chair the Chapter's Nomination Committee. At the College's May 18 meeting, members will have the opportunity to vote for president, secretary, treasurer, and vice-presidents for each campus (R, G, TP). If you are interested in running for an office or wish to nominate another Chapter member for one of these positions, please call or email Tim by April 27. The slate of nominations will be published on the website and via email at the end of April. ♣