

AAUP NEWSLETTER

Volume 4, Issue 3

Montgomery College Chapter

May, 2007

President's Corner

By Harry Zarin (G)

This weekend I took on the tiring task of driving to the University of Connecticut to help my daughter move out of her dorm room and into a house with 4 male students from her swim team. She decided to attend summer school so that she can graduate next May. Tell me I'm not looking forward to 9 weeks of phone calls this summer about the happenings in that house. Yes, I know I probably won't be told what is happening and probably don't want to know. Carrying loads of clothes—I have no idea where they all came from—from one location to another and then bringing home a department store's worth of dirty laundry helped me realize just why I am so broke. What we do for our children. I promptly called her after the 5th load of laundry and banned her from purchasing any new clothes this coming year. She laughed at me. I felt like Rodney Dangerfield. She is little aware that all of you

now know she is a clothes hound.

Oh, what we do for our children, and what we do for our students. Many of you will have worked some very long hours this year, and during finals week those long hours will continue as you prepare for, administer, and grade final exams, not to mention those of you who offer review sessions for your students. We are truly a group of fine faculty.

With the Union, it has been and continues to be an interesting year:

- Negotiations started late and ended early with a 3-year agreement that gave us all a wonderful way to start the New Year. We ratified an agreement that includes, among other things, increases in EAP, overload ESH, and salary. Specifically, our salary goes up 5.3% plus \$2,125 the first year of the contract, 5.5% plus \$2,242 the second year, and 5.8% plus \$2,372 the third.
- The Executive Committee hosted meetings on each campus. While the turnout for each meeting was low, the faculty who came to these meetings were vocal and appreciated our outreach efforts.
- The Chair/Coordinator ESH Committee that we helped form continued to meet and make progress towards developing a formula that may be used to assign ESH to our coordinators.
- The Distance Learning Committee we helped form continued to meet and is working on developing standards for our DL classes.

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See President p. 2

- The Faculty Leave Committee the Chapter participated in completed the first part of its task and will soon convene to review the first year's use of the policy it recommended.
- I served on the Search Committee for our new President along with other faculty members.
- I served on the Internal Transition Team for our new President and am also on the Inauguration Committee.
- I gave testimony at the County Council Budget Hearings last month.
- A new parking agreement has been signed. Information about that agreement is forth coming.
- Ken Weiner, a.k.a. Outcomes Ken, is rumored to be considering actually teaching a math class this fall. Will wonders never cease?
- The College said goodbye to Dr. Nunley and hello to Dr. Johnson.

As the year comes to a close, we have to say goodbye to Judy Prask, Biology-R. Judy has decided to retire this year after teaching at MC since 1971. Judy has served as the Vice President for the Rockville Campus since 1999. We wish her many years of enjoyable retirement, doing whatever she pleases, and hope that she enjoys retirement as much as, if not more than, her years at MC.

Next year, I will be assuming a newer role with the Chapter by assisting Tim Kirkner with some of the grievance work he is doing. It takes two of us to replace Don Day, and I will be assuming the duties of the Governance

Liaison in place of Jim O'Brien. We have finally realized that unless one of us actually starts doing Jim's job on a regular basis we will never truly understand and be able to appreciate what he does for us. I will be working under his tutelage for as long as he deems it necessary. With some things I am not a quick study. Jim, however, is a great teacher.

Working with such wonderful faculty on the Executive Committee continues to be a joy, and I actually look forward to our meetings. As the immediate Past President, I will still sit on the Executive Committee, and I can't wait to see what experiences the next year brings for us all. I want to take a moment to thank all the members of the Executive Committee, the AAUP representatives on our three joint committees, and our newsletter editors for making this an enjoyable year for me. I also want to extend my and the Executive Committee's best wishes to Dr. Nunley on her retirement and, once again, a warm welcome to Dr. Johnson.

Q & A

Q: Are there contractual limits to the amount of ESH I can work in a given semester or academic year?

A: Yes. Article 5, Section 5.1 states, "No faculty member may teach in excess of thirty-six (36) equivalent semester hours per academic year or in excess of twenty (20) equivalent semester hours per semester. Exceptions to this twenty (20) equivalent semester hour limit may be made in special circumstances by agreement among the faculty member, Management, and the Chapter."

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It is important to note that in this article of the contract the word “teach” is understood to mean workload by both Management and the Chapter.

All faculty members, deans, and chairs must be aware of this section of the contract when planning semester and academic schedules/workloads. If faculty members are planning on teaching 18 ESH in a fall semester, they should never plan on teaching 18 ESH during a spring semester, including a winter session, if one class includes an honors module. Doing this would put the faculty member in violation of the contract because their total workload would be over the contractual limit of 36. Please make sure you plan accordingly when working out your academic year schedule.

President’s Inauguration:

The inauguration for Dr. Bryan Johnson will be held on October 9, 2007, at the North Bethesda Marriott Hotel and Conference Center. More information about the inauguration will be forthcoming from the Administration.

End-of-the-year Meeting

The end-of-the-year meeting will take place on Wednesday, May 16th, in the gym at the Germantown Campus. Voting for next year’s Chapter Officers will take place at the end-of-year meeting from 8:00-10:00 a.m. in the lobby of the PE building. The results of the election will be announced during the Chapter meeting, which begins at 11:00. Please plan on attending this important meeting.

AAUP SLATE

2007-2008

The following candidates have agreed to be on the ballot for the upcoming AAUP election. We look forward to seeing you for the vote on May 16th.

President

_____ Rose Sachs (R)

Vice President (one for each campus)

_____ Rick Penn (R)

_____ Tracey Smith-Bryant (TP/SS)

_____ Bryant Davis (G)

Secretary

_____ Patrick Feeney (R)

Treasurer

_____ Bill Talbot (R) ♣

Faculty Leave Policy

by The Executive Committee

The Executive Committee has heard complaints for a number of years from the faculty regarding how deans charge faculty for both personal leave and sick leave. How faculty leave is charged has differed from dean to dean and from campus to campus. At the urging of the Chapter, a joint task force of faculty and deans was created in order to develop fair and equitable guidelines related to both sick leave and personal leave for faculty. The task group met over the course of the 2005-2006 academic year and developed a policy that was put into effect for the 2006-2007 academic year. The policy was implemented this year prior to significant input from the faculty and prior to final approval from the Executive Committee. The current pilot policy was implemented on an interim basis, and the entire task group is supposed to get together, review the effectiveness of the policy, and decide if modifications to the new policy are needed. We on the Executive Committee feel it is important for our collective voices to be heard on this subject and offer the following as our opinion on the current policy.

First of all, we want to acknowledge the work done by the task group. They were asked to accomplish something that is very difficult and asked to accomplish the task in a relatively short period of time. They all deserve our thanks for attempting to complete this arduous task.

In general, the Executive Committee supports most of the provisions of the Guidelines and the spirit of the Guidelines. However, we feel that the section dealing with leave for faculty missing an entire day's teaching or tutoring duties is problematic, at best. The current leave policy says that

A full day of leave must be taken when the faculty member misses the entire obligation

Who's Who in 2007

President	Harry Zarin - (G)	353-7767
Secretary	Pat Feeney - (R)	251-7484
Treasurer	Bill Talbot - (R)	279-5014
VP – G	Abby Spero - (G)	353-7753
VP – R	Judith Prask - (R)	279-5126
VP – TP/SS	Tracey Smith-Bryant - (TP/SS)	650-1396
Past President	Rose Sachs - (R)	279-5077
Governance Liaison		
	Jim O'Brien - (R)	279-5233
Grievance Officer		
	Tim Kirkner - (R)	279-5049
At-large Member	Trudy Cohen - (TP/SS)	562-5544
At-large Member	Ken Weiner - (R)	279-5203

of teaching or tutoring for that day, regardless of how many hours or classes are involved. If a small amount of time is involved (namely, one class, which is up to 75 minutes or less in length), it would be up to the discretion of the dean to allow the faculty member to take less than a full day, i.e. a half day. Under no circumstances is more than one day's leave to be required for one day's absence, no matter how many classes are involved.

The Executive Committee is totally against this part of the policy. We believe it is far too stringent in dealing with the small amount of personal leave that faculty get per academic year, i.e. three days. Charging faculty a full day of leave for missing as little as 2 hours of classes is in our opinion draconian:

- It negates remainder of the work that the person could / should / would be doing the remainder of the day.
- It discourages a person from returning to work after their off-campus obligation, i.e. caring for a sick child.

We are aware of cases where faculty members were charged an entire day's leave although they returned to campus after missing a class and continued to work in their office.

We propose an alternative plan that would allow the faculty member to miss part of a day's responsibility and yet salvage another part of the day's leave because they may return to campus or perform other duties for the remainder of the day. This would apply to both personal and sick leave of less than one week's duration:

- For missing 3 hours of classes or fewer, 1/2 day's leave would be taken. This carries the understanding that outside preparation or grading time has been or will be spent. If tutoring is missed, it can be made up without penalty on an hour for hour basis.
- For missing more than 3 hours of classes, a full day of leave would be taken.

The faculty have been asked to respond to a survey aimed at evaluating the pilot "Faculty Leave Guidelines" put in place last fall by the joint faculty/administration task group. We on the Executive Committee encourage all faculty to complete the survey and return it with your comments to Stephen Newman, English-G. ♣

AAUP Membership

By Bill Talbot (R)

Since August of 2001, new, full-time faculty members have had the choice to either join the AAUP union or pay a service fee. The service fee is based on what the member would pay if the national dues were subtracted out of the amount an AAUP member pay. The service fee does not include AAUP national dues. The idea is that the service fee members would pay for only what was done on their behalf at Montgomery College, not at the national level. Examples would include but not be limited to pay negotiations, the executive committee administration, governance, and grievances.

Earlier this year, we had about 50 members that were noncompliant. These noncompliant members were not members of the union and were not paying the service fee. These 50 people were in violation of their contract that they signed upon employment. The executive committee has narrowed this group down to 8 people. Our goal is to achieve 100% compliance. If you are one of the 8 people in noncompliance, please contact me so you can become an AAUP member or pay the service fee. ♣

AAUP NEWSLETTER

MONTGOMERY COLLEGE CHAPTER

Co-editors	Steve Newmann	601-6939
	Bryant Davis	353-7747
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Welcome New Members

The Montgomery College Chapter of AAUP welcomes our new members. We look forward to meeting you and to working with you. We hope you will become involved in the Chapter and be active participants in Chapter business. If you have a particular interest in serving the Chapter, please let any member of the Executive Board know what your particular interest is and we will help you make it happen. ♣

Abdulhadiv	Mussa Kabssay	Malmi	Carol
Alves	Mark	Mann	Marilyn
Anderson	Tom	Mansir	Janet
Andrews	Camille	Marano	Christopher
Aronne	Maria	McDaniel	Diane
Baick	Brian	Milo	Andrea
Benavidez	Zachary	Mintz	Abner
Benmouna	Nawal	Mori-Saunders	Takiko
Birney	Margaret	Mudd	Lincoln
Coleman	Roger	Naranjo	Carla
Collins	Christopher	Ndonye	Rachel
Downey	Dawn	Nelson	James
Garcia-Casellas	Ada	Nissing	Angela
Gleim	Thomas	Olmstead	Ellen
Goodgain	Tyra	Pires	Richard
Gorski	Patricia	Poese	Debra
Graham	Marian	Poosson	Sylvain
Griffin	Gustavus	Riedl	John
Gurevitz	Michael	Rose	Alison
Hamman	John	Rowley	Claudinna
He	Wendy	Ryan	Gregory
Holbrook	Ronald	Sen	Shweta
Humphrey	William	Shryock	Sar lee
Johnson	Tendai	Simpson	Susan
Jones	Shelley	Smith	Sean
Kcenich	Stephen	Smith	James II
Kotz	Brian	Sprague	Melissa
Ku	Min	Stevens	Sylvia P.
Leger	J. Michael	Thai	Gary
Li	Eugene	Tostado	Luis
Luna-Escudero-	Maria-Eluira	Wilson	Dan
Alie		Zyck	John