

# AAUP NEWSLETTER

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Montgomery College Chapter

October, 2005

## PRESIDENT'S CORNER

By Rose Sachs, Rockville

On behalf of the entire Executive Committee, I welcome back returning faculty and welcome new faculty members, all of whom we encourage to join and become active in the union.

Before focusing on this fall semester and the promise of things to come, perhaps a quick remembrance of the past year will lend a bit of context to where we are. Last year was, in many ways, a particularly difficult time for faculty. We were stunned and saddened by the deaths of several well-respected and cherished faculty members; these losses will linger forever in our hearts and minds. We battled, negotiated, and discussed ways to handle some key issues. We established joint committees to examine Distance Learning, Faculty Leave, and Chair/Coordinator ESH. We rejected the Transportation Tax and settled on a Parking Fee. We let the Administration know when we challenged their decisions and their decision-making process, and we supported the efforts made by the Administration to engage in collaborative problem solving. We worked closely with management to resolve specific issues for individual faculty members. We worked closely with the Administration to better the Faculty/Administration relationship; as we are an institution of higher education, and not a corporation or a military installation, we believe that this is a good thing and one that contributes to all of our productivity and ability to

*President Continued on p. 2*

## In This Issue

President's Corner	Page 1
Trudy Cohen: TPSS Member-at-large	Page 1
Chapter Accomplishments	Page 4
Who's Who in Chapter	Page 4

## Trudy Cohen: Takoma Park Member at Large

By Bryant Davis, Germantown

If you have a union problem, you might end up seeing Trudy Cohen. If you have a medical problem, you might end up seeing Trudy Cohen's students. Trudy functions in two capacities at the College: nursing instructor and union member at large at Takoma Park.

Trudy grew up in Brooklyn, New York, and then lived in Manhattan afterwards. Before Trudy began at MC, she taught registered nurses in the hospital and lectured in other settings. She also developed and taught health education courses such as classes on diabetes and high blood pressure management for patients. From 1983-1989, Trudy worked part-time at MC as a clinical instructor. She has been full-time since then.

Trudy says she became a "Union member as soon as I went full-time in 1989. I would not have it any other way." Trudy has been the AAUP "Takoma Park Vice President for about 3 years and [an] at large member for about 4 years."

Trudy's interest in the AAUP stemmed from her upbringing. "My Dad was a union official," she says. "I believe in a strong union to help protect and elevate the rights, salary, benefits, etc. of the worker (faculty). We need strong leadership. It helps keep communication open between faculty and administration in a very positive way as well as being a vehicle for settling disputes, etc."

As a member of the executive committee, Trudy helps bring to light "issues related to [an employee's] job that might require union intervention. Such issues may include unfair labor practices, mistreatment, major inequities in a department, or problems that have not successfully been resolved at a lower level. I also sometimes am asked to bring an issue or question to our AAUP meetings."

*Cohen Continued on p 3*

provide for our students. All in all, we ended the academic year, I believe, in a slightly more optimistic and trusting place than when we began.

Our optimism, as well as the collective sunny disposition of the faculty, quickly faded, however, as we were confronted with the ravages of the past several weeks of tragic and devastating losses, personally, in terms of our own faculty/retired faculty, as well as the horrors of Katrina and its aftermath. So, how do we find something to cling to in this proverbial and literal storm? How do we maintain our community and the comfort that accompanies community?

For most of us, the motivating factor, that which keeps us coming back, day after day, even when we cannot find a parking space, is not our very generous paychecks; it is, of course, our students. This past summer, I met with one such student, a young man who was preparing for first-time college enrollment for fall semester. From this student and from the many faculty and staff members who contributed to facilitating this enrollment, I have affirmed the belief that it not only takes a village to raise a child, but, often, it takes a concerted and collaborative effort on the part of many individuals from many departments to provide opportunity and facilitate the realization of dreams. This young man mastered English sufficiently in six short years to place into EN102 and MA160, no small accomplishment under any circumstance.

His circumstance is a bit more complex than most. His high school attendance was sporadic due to the manifestations of a progressive medical condition. This condition also caused significant physical limitations. In addition to disability-related issues, there were visa and financial considerations. This young man was determined to go to college, and that determination drove us all: DSS, Financial Aid, Admissions, the English Department, the Math Department, the College Bookstore.... This is, I suspect, the meaning of a Learning Community, one that pulls together for the benefit of its students. During the second week of classes, the student's condition deteriorated suddenly and dramatically; he is currently hospitalized in critical condition. Again, the College pulled together to withdraw him from classes and hold his funding for the spring. Whatever the outcome, this is a student who was able to realize his goal of going to college, albeit, for a week, because he met every one of his obligations and because we were able to suspend gratuitous hierarchy for a time and just simply work together.

Let us try to salvage some optimism and aim for the same

kind of concerted and collaborative effort as we work together on the joint committees and confront the hard issues of this coming year. As a first step towards that end, the Chapter and Management joined together to provide training for all those serving on the joint committees in the fundamentals of Interest Based Bargaining, a problem-solving process aimed at developing win-win outcomes.

## **UPDATES & HOT TOPICS**

### **Distance Learning Steering Committee:**

This on-going committee was formed to examine and make recommendations on current DL issues, as well as on those that arise over time.

Committee Members:

Sonya Chiles	CJ-R
Joan Hawkins	DS-R
Tammy Peery	EN-G (Chair)
Atul Roy	MA-G
Tracey Smith-Bryant	PY-TP/SS
Samantha Veneruso	EN-R
Ron Liss	Director of Academic and Student Services (Convener)
Barbara Irish	Office of Distance Learning
Buddy Muse	Office of Distance Learning
Vicki Duggan	OIT
Kathy Michaelian	Dean-G
Kathy Wessman	Dean-R
Paula Matuskey	Dean-TP/SS
Dehilly Porras	Dean- TP/SS (alternate for TP/SS)

### **Faculty Leave Joint Committee:**

This committee has been formed to examine current practices and formulate recommendations for guidelines that will lead to standard and equitable practices concerning faculty leave requirements.

Committee Members:

Robert Giron	EN-TP/SS
Stephen Newmann	EN-G
Rick Penn	MA-R
Judy Prask	BI-R (Chair)
Ken Yatta Rogers	TH-R

Steve Cain	Dean-WD&CE (Convener)
Kathy Michaelian	Dean-G
Sanjay Rai	Dean-R

### **Chair/Coordinator ESH Joint Committee:**

This committee was formed to examine and make recommendations regarding a formula that guides

*President Continued on p 3*

the allotment of ESH for department chairs and coordinators. Some of you might remember that the issue of chair ESH was examined several years ago by Rockville faculty and deans and that recommendations were instituted. Last spring, to the surprise of many of us, a new formula appeared on the scene, one in which faculty input seemed to be conspicuously missing. A committee was also formed some time ago with the purpose of examining coordinator ESH. This committee dissolved before reaching a recommendation.

**Committee Members:**

Bette Daudu	EN-TP/SS
Muhammad Kehnemouyi	PH-R (Chair)
Margaret Latimer	MA-G
Mary Owens	RD-R
Deb Poese	MA-R
Ron Liss	Director of Academic and Student Services (Convener)
Kathy Wessman	Dean-R
Ed Roberts	Dean-R
Tony Hawkins	Dean-R
Delhi Porras	Dean-TP/SS

**Parking Fee:**

As we are all, somewhat painfully, aware, the Pay for Parking Fee, or, in actuality, the Pay for Parking if You Arrive on Campus before Dawn Fee, has been operationalized this semester, perhaps, not quite as seamlessly as we would have liked, but a done deal nonetheless. Although we are still in discussion over several issues, most of our concerns have been allayed.

**Pay/Progression:**

Given the number of years spent in discussion thus far, the possibility still looms large that the members of this committee will continue to be engaged in negotiations from our respective assisted living quarters. In an effort to free our time for Bingo, however, we have reconvened the vestiges of the committee and have every intention of putting a proposal before the faculty this semester.

**Convocation:**

In response to the many faculty members who have contacted us, the Executive Committee sent a memo to Dr. Nunley recognizing the intent to include all

In many ways, Trudy sees the union as a positive force to address faculty concerns—and to promote faculty’s voice. “Our Union has had major accomplishments over the years,” Trudy says. Trudy continues:

I do not believe that most people realize how strong our union is and how much it has accomplished for the faculty. We are lucky enough to have a very positive relationship with administration most of the time. Certainly, we have done just excellent in the way of salary and benefits. Our negotiations always wind up with very good results. The union resolved the overpayment of FICA and the reimbursement of faculty based on the college’s error. [The union has] been able to help with obtaining leave of absences, [and] step in and relay major problems to key people. Whenever a big issue comes up, as with the parking fee, the union will step in and make sure there is a strong voice that represents the faculty’s best interests.

Trudy strives for good things to happen in another of her many roles, which is serving as an adult nurse practitioner each week at The Holy Cross Health Center in the new Health Sciences Building at Montgomery College. Trudy has been an adult nurse practitioner, “an advanced practice role in nursing, since 1998. Most of my roles as an NP have been in serving the underprivileged population in Montgomery County.”

Despite being a strong union presence at the college, a medical practitioner in the community, and a lover of ballroom dancing, Trudy mentions teaching first when asked what she wants people to know about her. “I really have enjoyed working at MC,” says Trudy, “since the focus is on teaching and the students. I have had a very rewarding career so far in nursing, and teaching has been the best part of it. I really feel that I have made a big difference in a lot of lives. I have met so many wonderful people here and the nursing faculty have always been just great. I really mean it!”

Whether it is at the College or in the community, Trudy brings a positive approach to any role she fills.

*President continued from p 3*

faculty/staff, but pointing out the disruption to student learning resulting from Convocation being held after the start of the semester. We further suggested that both the opening meeting and discipline meetings could be more appropriately scheduled and more useful during Professional Week.

We believe that through the process of shared information, open discussion, and joint committee recommendations that sound decisions and equitable conditions are more likely forthcoming. Faculty is an essential component of an academic environment and of a Learning College; we need to continue to voice our collective concerns and the faculty perspective. Please contact members of the Executive Committee and/or committee chairs with your concerns and suggestions.

## Who's Who in 2005

President	Rose Sachs - (R)	279-5077
Secretary	Pat Feeney - (R)	251-7484
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

### Here is a short list of AAUP accomplishments and activities

#### Financial Accomplishments and Activities

- Summer school pay scale
- Increases in maximum summer ESH allowable
- Salary equity fund
- Solid annual salary increases
- Outstanding faculty awards
- Base salary adjustments for advanced degrees earned while on the job
- Increases in EAP benefits indexed to inflation
- Overload pay

#### Additional Accomplishments and Activities

- Reduced faculty workload
- Retraining for faculty in endangered departments
- Modified definition for alternate ESH based on type of assignment
- Retired/rehired faculty
- Grievances and mediation
- Counselor issues



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