

Presidential Perks Story – Full-Time Faculty Survey Responses

Use the space below to share your reaction to the information contained in the reports, as well as to Dr. Pollard's response to the college community.	Use the space below to comment on how the recent information and/or Dr. Pollard's response has or has not impacted your morale.	Use the space below to share other ideas, solutions, questions, concerns and/or comments.
<p>I thought that the news report was biased, incorrect in certain areas, and lacking context. I'm glad you responding to the community, but I don't think your memo is enough (clearly, otherwise the union wouldn't be involved).</p> <p>The only thing that personally came to mind is that I'd really like a water cooler in my department.</p>	<p>My students asked me right away to comment on the story, which took up considerable class time. I didn't see this as a problem necessarily, because stories like this highlight the need for students to use and apply critical thinking.</p>	<p>I'm not sure what to suggest, as I think the story was biased and blown out of proportion. Could you be more frugal? Yes, but I don't think there's a story here.</p>
<p>If the NBC report is accurate, it is clear that some excessive spending has occurred. The use of cars and car services is excessive. It is also not clear to me why her wife's expenses should be paid. I don't believe any other employee of the college is permitted to do have these expenses covered. Given how high her salary is, she could use her own money to pay her wife's expenses.</p>		<p>Some greater regulation of her expenses should occur.</p>
<p>I do realize that travel is necessary. I do not think that luxury travel is necessary. I do not think that expenses for spouses should be covered - at least not on every trip. With a large salary, housing allowance, and company car, I believe that Dr. Pollard should pay for her own upgrades and her spouse's travel.</p>	<p>I am surprised, but still neutral.</p>	<p>Instead of donating to the college, it would appear more prudent if Dr. Pollard would not use college expenses for her daily housing, daily transportation, travel upgrades, and spouse's travel expenses. It would look better to an outsider if the money were not spent rather than it being spent and some of it donated back to the college.</p>

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<p>I am a full time faculty member at Montgomery College. On the whole, I support Dr. Pollard, together with her job role and how she executes it. The NBC4 report was very poorly done -- it reflects a general ignorance of how higher education works, along with really poor journalism. Frankly, in speaking to some of my colleagues, I called it a "hatchet job." The office of President of a large college MUST incur significant expenses -- there simply is no way around that. That's true of every college or university of this size. There are going to be expense that we don't consider "normal" -- because the time of the President is limited. The total amounts of money that NBC4 reported seemed well within the range of normal to me. All of that being said, if I take some of the specific line items that were mentioned, I did raise an eyebrow. I did so partially because, taken out of context, they appear extravagant, but the optics look bad for our school, PARTICULARLY given the history of our past president.</p>	<p>I don't think there is a significant morale change. I would like to see local and national journalists become much more educated about the way a college or university is really run -- then there wouldn't be so much bad journalism.</p>	
<p>Dr. Pollard has said the college should be "Spending Smarter for Student Success", yet she defends her outrageous spending. I will forever have questioned her sincerity on all financial matters. Dr. Pollard has publicly embarrassed the entire college community. She no longer has the credibility to speak on the college's behalf about our budget to the County Council or the state legislature.</p> <p>http://mcblogs.montgomerycollege.edu/atmc/dr-pollard-lets-spend-smarter-for-student-success/</p>	<p>My morale is lower than it was when Brian Johnson's expenses were exposed. Dr. Pollard knew of Johnson's MC past, yet she conducted her own wasteful spending. I do not see how a \$3000 per month housing subsidy for Dr. Pollard (on top of her generous salary) is "spending for student success". Most of the full-time faculty in my department do not live in Montgomery County because it is too expensive. Also, if she needs a new vehicle with a driver, she should give back the first vehicle. Why should the college pay for her spouse to travel?</p>	<p>No housing subsidy.</p> <p>No second vehicle.</p> <p>No funding spouse to travel.</p> <p>All of the president's spending should be public in real time.</p> <p>Dr. Pollard has forfeited her right to speak to the employees and students of this college about the budget, tuition, and salaries forever!</p>

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<p>Overall, I believe that Dr. Pollard has focused on appropriate goals for the College and is genuinely concerned and motivated to improve our students' success. I also recognize that interacting with peers from other institutions and sharing ideas and experiences is valuable. I do feel, however, that for Dr. Pollard and many of MC's other administrators, too much time and money is spent away from the local mission. Our work is here in classrooms and support centers, helping our students to learn and achieve their goals. Our administrators in general need to spend less time away at conferences (and less time in endless meetings here) and more time in classrooms, faculty development programs, and face-to-face interaction with students on campus.</p>	<p>It does not look suitable to have the College pay for spousal travel, seat upgrades, or a vehicle that costs more than \$500/month. I don't object to the driver/guard - that is a security matter and aids in efficiency, but there should then be no need for an additional vehicle lease, especially not such an expensive one. Dr. Pollard's salary is more than adequate to pay for her partner to accompany her on the occasional trip.</p>	<p>If you are spending more on excess baggage for a conference than a part-time professor earns for teaching an entire semester's course, you have crossed a line. Think about how that looks.</p>

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<p>While I understand that Dr. Pollard is an "executive" and should be paid as such, the inclusion of a car lease, spouse travel, spouse food/benefits, and a housing allowance bother me very much. She is the president of a community college - community being the operative word. MC is not a large, national university. We focus on OUR students in OUR community. Travel to national conferences is fine, but expenses for such travel should be capped/regulated as they are for government employees. We have a special set of students at MC. Our students work, have kids, have disabilities, and many live at home and take care of parents and grandparents. The president of MC should be respectful of our student population and consider THEM when she decides to spend college money on anything. A trip to a "conference" in Hawaii? When was the last time the average MC student got to go to Hawaii? Or stay in a luxury hotel? Or order room service and pay \$80 for breakfast. I have students right now who:1. have to choose between textbooks and gas/food.2. share textbooks with other students to save money.3. work overnight so they can attend daytime classes.4. cannot afford a \$40 online homework program.I wish Dr. Pollard would not simply explain away her expenses or pay lip-service to the needs of our students. There are so many unmet needs on campus right now. Has Dr. Pollard visited the Rockville Assessment Center lately and seen the chaos? Has she tried to access a campus computer on Sunday afternoon? Has she tried to teach a remedial math class and faced the frustrations that adjunct professors face while making less than minimum wage?</p>	<p>I love working at MC. I love the faculty I work with and the students I teach. I have a Ph.D. from MIT and can barely afford an apartment in the area despite the fact that MC salaries are actually quite good for academia. Hearing about a \$3000/month housing allowance and an \$850/month car lease makes me depressed when I think about how hard I have worked to be a good teacher, how many hours I have volunteered in service to the college, and how often I spend my own money to purchase supplies or items that my department "cannot afford."</p>	<p>I believe that the entire board must be investigated because I cannot fathom how her contract was approved. Yes, she brings in funding, but I believe that many other dedicated administrators could do her job without the extras. We need a good leader, but we don't need HER. We need someone who shows our students and faculty respect and is sensitive to the fact that we are quite simply a two-year college.</p>
<p>I was saddened by the report, and think NBC4 was not at all objective in their reporting. I don't think Dr. Pollard did anything wrong or unusual and I fully support her.</p>	<p>I'm glad Dr. Pollard gave the response she did. It has not affected my morale, in fact, I admire her leadership even more.</p>	<p>I can't emphasize enough how grateful I am for Dr. Pollard's leadership. She is one of the most inspiring people I've ever had the good fortune to meet. She makes me proud to be a part of Montgomery College.</p>

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<p>I find the news report to be slanted against Dr. Pollard, and to include misinformation. For instance, Dr. Pollard lives in Clarksburg, not Germantown. News4 also neglected to include that the BOT insisted she have the driver assigned to her due to threats she received that they deemed to be concerning. Additionally, if staff at MC were concerned about expenditures, why did they not go to the BOT first? I find it inappropriate to go to a news agency before taking appropriate steps in-house.</p>	<p>I think Dr. Pollard's response helped to put things into perspective, and I appreciate the timeliness of her response.</p>	<p>I do think there is room for improvement on the amount of funds being spent, but do not find that Dr. Pollard has done anything outside of what the BOT agreed to in her contract. If folks have a problem, they may want to start there.</p>
<p>The NBC report is meaningless without information on how other college presidents in our area and around the country spend money. I think race, gender, and sexual orientation are important here-in the sense that we are judging and criticizing her without knowing what the others are doing. It seems like a "witch hunt."</p>	<p>It has made me worry about the reputation of MC but also worry about how the good work Dr. Pollard has done might be neglected because of this report.</p>	<p>I wonder if MC could obtain public records if past presidents and current presidents around the country to give us a better idea of whether this is business as usual or maybe something we should be more concerned about. It's hard to accurately assess what is going on without that information.</p>
<p>I believe appropriate spending is needed by all college employees, we need to be great stewards over the management of the budget. We should plan travel accordingly - if need business or first class then arrange this - not a change at the last minutes with greater expense. MC is a college with students as our priority - we should also spend in the same manner for their resources - counseling faculty, more staff for the assessment centers, etc.</p>		

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<p>In our department, we learned of the iteam report from our administrative staff who are always tapped into the heartbeat of the college. For them, the news was really tough because they are facing a potential pay cut of which I think most faculty are not aware. It is hard to understand such high spending on the part of the President when our admins who always work hard and really support both faculty and students on a daily basis might not be able to earn enough money to support their families. In addition, faculty are not receiving the increases they have been promised. Certainly, this is not a lead by example scenario on the part of the president and the BOT for approval of excessive spending.</p>		
<p>I am struck by these revelations, but frankly not surprised. Dr. Pollard operates like a business tycoon. She has a corporate mentality that not only justifies her behaving like a CEO of a corporation, but stresses the business ends of what she does as president of the College. Her response clearly shows that. She claimed that her extravagant expenditures on her travel were justified because the amount in grants has been compensatory. But much of the money in those grants did not go to students or faculty but to construction (all for the sciences and business) and administration.</p>	<p>This information only goes to worsen my morale. I was already very unhappy about policies toward the Arts and Sciences that will deeply affect my discipline. And I have already seen how the upper administration does whatever it wants. Their "concern" for faculty voice is a sham--every time. In truth, I was frankly shocked to find out that in addition to her huge salary, she gets \$3,000. a month for her housing, plus the car and everything else paid for. Really?</p>	<p>The armed driver should be eliminated. And her receipts should be scrutinized so that things like charges for room service and restaurant service at the same time should not be allowed to happen!</p>

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<p>I am satisfied with the ROI that Dr. Pollard's travel has brought to MC. Her report mentions almost 100 million dollars in grants and private donations to MC. If true, this is impressive. Additionally, compensation at MC has returned to pre-recession levels, I think. I know that EAP now pays for 12 graduate credits / year, up from 9 credits a few years ago. Dr. Pollard has also made the campus a safe space for a range of diversity. One thing that troubles me about the NBC4 report is the paucity of comparative data. Just two colleges, NOVA and UDC, were investigated, and the first report lacked even this minimal level of research. Even a bare-minimum freshman-level paper asks for a minimum of five sources. A professional news organization would at least be expected to compare ten similarly-situated community colleges, even if the data was presented in a graphic of some sort. Overall, I am very disappointed in the quality of the report, and it does smack of discrimination. The last two black presidents of MC have had their expenses investigated. Why aren't other area presidents subjected to such scrutiny?</p>	<p>I feel bad for Dr. Pollard, and this has negatively affected my morale. In truth, I feel like staff at Montgomery College is petty and goes after black leadership.</p>	<p>Dr. Pollard negotiated a contract when she was hired, and the College paid out to get a quality leader. I do not think her spending is unreasonable: extra bag fees are a well-known airline grift. I think we should stand united behind our president.</p>

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<p>It was not that long ago that a former president of MC got into trouble for the same thing - spending too much money with no clear benefit to MC. I am disappointed in Dr. Pollard and in her response to the report, which basically dismissed it as ridiculous. It is not. Our hard earned tax dollars and our students' tuition payments should NOT be spent for \$80 breakfasts and a car and driver, especially when the rest of us pay for parking! She is not an untouchable administrator and we ought to hold her accountable for her expenses. Some spending is reasonable but hers seems extravagant. Someone ought to be responsible for okaying HER spending; she is not above having oversight. I am NOT suggesting that someone look at everything she does, but there ought to be limits to her expense accounts. She works hard for MC but so do the rest of us and we are SEVERELY limited in our spending, so much so that we cannot even get scones with our coffee at a meeting!</p>	<p>Dr. Pollard's actions upset me but they do not really impact my morale. I teach. While I am not a fan of hers (was not before either), I will continue to do my job to the best of my ability. Her actions put a blemish on the reputation of MC, however. Shame on her.</p>	
	<p>I've heard other faculty say that teaching at a community college is a labor of love. It's really a shame that it's a feeling that is not shared by the president. It's not about the money. It's her attitude that is so very disturbing.</p>	
<p>I first heard about this news from a colleague's text message. I didn't think much about it, but when I watched the NBC news report online, I was aghast at the unwise spending choices that Dr. Pollard made. I don't think her written response adequately addressed the issue of flight upgrades, excess baggage fees, costly meals, multiple vehicles, and armed security.</p>	<p>The news just added to my disappointment with Dr. Pollard's brand of leadership.</p>	<p>I wonder whether Dr. Pollard's perceived excessive spending will actually be further investigated or will it just die a natural death.</p>

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<p>I think Dr. Pollard's response to the story was a little tone deaf. Although I don't think the story merited quite the level of an "Investigative Report," bringing Dr. P's eyebrow-raising lavishness was a worthy goal of the story. At a time when the college "lost" \$4M in the budget and faculty will be asked to tighten their belts and not receive the raises that were agreed to in THEIR budgets, to see that Dr. P's budget is healthy enough for all perks makes me feel a bit taken. Yes, she does bring in money, and her transgressions are not anywhere near the level of Dr. Johnson's, yet it still feels wrong.</p>	<p>My morale has taken a small hit, again because I feel taken. The union and admin agreed to a contract that, for the second year in a row, will not be honored, and Dr. P in the governance meeting at the start of the year said our compensation is not tenable into the future. Yet she can take her spouse to a conference god-knows-where and eat \$80 breakfasts. It's just not right.</p>	<p>She might, to make good, pay back at least some of the monies spent over and above her contract. The board should ask itself whether all the expenditures over and above the agreed-to contract are "reasonable" and make adjustments there.</p>
<p>The information is deeply depressing. The response was defensive and actually confirmed the content of the initial and subsequent NBC report. A) The main points of defense: it is a tiny proportion of the college's entire budget - will that be accepted as a valid defense by any other college employees during the impending budget cuts) the president has given \$20000 over her entire time at the college as charitable donations - hardly a large amount given the annual salary and allowances. C) she said NBC has an antiquated view of community colleges. A very weak defense especially in light of the second NBC report.</p>	<p>Made a weakened morale even more weakened. This has made MC look like an institution that once more is not scrutinizing internal ethics and is allowing its president to abuse the office. Federal government regulations do not allow first-class travel. We should not be having any one who is armed on campus. Why would the BOT negotiate a contract that pays for the travel of a partner? All very depressing.</p>	<p>Dr. Pollard's contract regarding travel expenses is worded in a way that I do not think was intended. It actually reads that Dr. pollard's partner will be paid for if she, her partner, is going "for college purposes" not if dr. Pollard is going for college purposes. That interpretation means her partner should never be covered unless/until she is an employee of the college.</p>

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<p>I believe that Dr. Pollard has done an outstanding job in performing her duties for Montgomery College. I think she has tried to bring our college into the forefront for excellence among community colleges and tried to bring awareness to the importance of inclusiveness and cultural diversity in the academic setting. I think she has done an excellent job of raising money for the college over the past few years that she has been president of MC.</p>	<p>The recent information has not affected my morale in the least. I believe that she works hard for the college and has the students best interest at heart. She hasn't done anything untoward as far as I am concerned. If you read her contract, all these things that were reported on are legitimately part of her contract and subject to review by the board. I think this seems as if someone has an issue with her and wanted to start something. The last president did not do a thing for the college and was underhanded with his spending. As I understood things, he was not even attending necessary meeting for funding, etc. and spending on things he shouldn't have. Maybe Dr. Pollard should pay for her own upgrades, etc. and it sounds like a lot of money but when you divide the total amounts by 3 years, it seems reasonable.</p>	<p>Why is a male president of NOVA making \$308, 000 after being there for 1 year and Dr. Pollard is making \$281,000 after being with MC since 2010? So, maybe the extra spending evens out in the long run? She is good to the students and a positive force for the college. I think it is a shame we keep coming up with some of this cut throat information. The last president deserved it but Dr. Pollard does not.</p>
<p>I find her spending on perks to be shockingly excessive. It is consistent with other excessive behavior: forcing the college to drive to Germantown to watch her on live stream because we can't all fit in the hall. Her response implies she is solely responsible for bringing in those millions of dollars, all our professors of the year play no role. Nothing she says actually justifies any of the excessive spending. We could get all those donations and scholarships without it.</p>	<p>Yes. It undermines my belief in the college and it upsets me.</p>	<p>First, I need to compliment you on this first step: collecting information from the faculty and using it to protect the interests of the college and the faculty. Second, it might be useful to collect information from faculty about resources they have not been provided during the past three years to do their job more effectively. Third, I think the union needs to take this seriously. I believe the comparison made to the previous president by NBC4 report is well taken.</p>

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<p>As faculty, we are constantly being reminded of the budget issues of the College and being pressured to do what we can financially for our students. This includes sacrificing time and effort to create OERs, helping students pursue scholarship/funding opportunities, and even contributing some of our own income to students. If the president of the College is asking us to do these things, I expect that she would also do everything she could to help our students. It is clear to me that she is not. I understand that attending conferences and securing grants for the College costs money, but it does not require flying first class, having an expensive car lease, having a daily security detail, or having your spouse travel with you. If budget is as big a concern as she claims, why isn’t she doing all she can to help with that? Every penny counts. It might not seem like such a big deal to have the College pay for first class tickets, room service, or for family member’s tickets, but it adds up over time and does not model professional, inspirational behavior to those who look up to her. If we were being mindful of the frivolous spending, perhaps we could have retained some of the jobs that were lost, the valued and reputable Early Learning Centers, or other things that were cut due to budget concerns. Dr. Pollard’s response to the reports in no way eases my mind. I found her response to be defensive and dismissive of these justified concerns. I would like her to explain to me how money lost due to her unnecessary spending is okay while the College and our students are struggling financially in so many other areas.</p>	<p>This has further worsened my opinion of our president. I feel that we cannot trust her to do what is in the best interest of the college. How can she ask us to be mindful of budget constraints if she is not? She should be modeling the behavior and attitude that she wants us to internalize, and instead it feels as though she is being hypocritical. That has a negative impact on morale. Furthermore, how can we feel comfortable as faculty sitting down with administration at the negotiation table knowing that this behavior is occurring? Why should we accept their proposed cuts in spending, less income, etc.? If a faculty member were engaging in the behavior the president has demonstrated, it would be absolutely inexcusable and possibly result in dismissal. The president needs to be held accountable for her actions to restore our faith in our administration.</p>	<p>Thank you so much - I greatly appreciate having a safe place for my voice to be heard.</p>
<p>I had no idea we were paying for all those upgrades and for her wife to accompany her everywhere and get the upgrades as well. I was shocked and I think it is an expense we should not be making in tough economic times.</p>	<p>My morale doesn’t come from administration and what they do. I would be down all the time if it did.</p>	

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<p>I’d already read the board’s previous report about the security guard and understand the need for a guard, and though 10 000/month seems excessive, it disturbed me less than the seat upgrades, the excess baggage fees, and the room service. What I find most hard to tolerate is that due to budget cuts the English department’s temporary secretary Marie, a real gem and vital to the smooth operation of the department was fired from one day to the next over the summer. At the same time our full time departmental assistant who had had an accident and badly broken her leg was running the department with little help. For the cost of a couple of seat upgrades, a useful employee was laid off. Hearing that Dr. Pollard’s wife needed to fly first class due to a back issue takes my breath away. Even if this travel is part of Dr. Pollard’s contract, the fact that she was allowed to make her wife’s health a priority over the functioning of the English department shows a poor sense of priority. It also shows poor judgement on the part of the board. Yes, Dr. Pollard needs to travel. I even think she probably needed to be in DC’s Marriott for the conference she hosted. Some level of comfort is necessary. But the level of luxury described in the reports is not appropriate. A Lexus is not appropriate unless she pays for it herself. She is apparently a good fund raiser, and I appreciate that travel is part of that job, but that’s the job she was hired for. She is the president of a community college not the CEO of a fortune 500 company. In spite of the out of control spending, I do think Dr. Pollard has done some good things for students and has their interests at heart. It saddened me to see the students in the reports who were shocked by the expenses as I am sure Dr. Pollard is committed to their well-being.</p>	<p>Given the recent presidential elections, this report has come at a bad time. Our students, especially minority students and dreamers, need someone who has their backs. I think Dr. Pollard can do this. I feel worried about a shake-up of college leadership when things are so unstable. I am concerned that the board negotiated her contract with such poor judgement. I find all of this alarming and disappointing. I need reassurance that Montgomery College is going to continue to be a healthy institution with a sense of balance and integrity. I need to feel its leaders have good sense and good priorities.</p>	<p>I recommend renegotiating Dr. Pollard’s contract. Entirely too much money is being spent on luxury accommodations. And I would hope that faculty and students don’t suffer from austerity measures triggered by Dr. Pollard’s overspending.</p>

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<p>It's is a disgrace. While a CC president does need to travel and represent the college, the sense of privilege evidenced by Dr. Pollard's excesses reflects poorly on her and the board. The board needs to get its act together and supervise these expenditures. There should be a full audit to see if Dr. Pollard needs to reimburse the college for some of these lavish expenses. She needs to spend more time here on campus working towards the goals she has pushed down on the faculty and less time gallivanting around the country promoting herself.</p>	<p>I am a professional, who like other faculty will do my job regardless of the fact that Dr. Pollard is not doing hers.</p>	
<p>While I agree that attending conferences is a necessity, I do not agree with the college paying for spouses. There really is no reason for it. I don't mind that she goes on trips with Dr. Pollard, that is her business, but she needs to pay her own way. I would hope that Dr. Pollard pays the college back for all of these costs incurred by her spouse and refrains from the practice in the future. Furthermore, I would like to see Dr. Pollard acknowledge this publicly.</p>	<p>I feel ashamed and manipulated in that she did not even address these extra payments in her letter, she merely sang her own praises. A good leader addresses concerns directly and takes responsibility for actions.</p>	<p>I think that Dr. Pollard's expenses should be publicly reported on a quarterly basis.</p>
<p>Dr. Pollard's spending seems extreme and extravagant. Her response to the community addresses all she's done and contributed but fails to mention that she could do the same or similar without the extravagant spending and perks. And do her wife's expenses really need to be covered for our President to fulfill her duties and responsibilities? Her overall response expressed no accountability. As some have suspected and have voiced, she appears to spend as a high-rolling and pretentious politician rather a president of a community college committed to spending conservatively and responsibly. As low as the morale has been at the College among staff and faculty these last couple of years, she appears to be comfortable and unphased as she sits pretty in what I consider irresponsible spending.</p>	<p>Morale has already been low and this news just brings it to a lower level. Faculty have been unhappy with how top-heavy administration is and how dismissive they've become of faculty voice. It also feels like the board has been irresponsible in overseeing her spending.</p>	<p>There should be a full investigation into her spending. The Board should also be held accountable. Her spending from this point forward should reflect a more reasonable contract that excludes unnecessary spending and costs.</p>

Presidential Perks Story – Full-Time Faculty Survey Responses

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<p>There are several things with regard to this story that concern me. First, in her response, Dr. Pollard, responds to the issue of travel. I think the travel she does is for the most part fine and appropriate. The problem is with her stewardship of college resources while traveling. Taken at their face value, the expenses she incurs while traveling seem excessive. traveling for work should be work, not something more. Expenses incurred while traveling should be minimized. This is especially true when we are asking all departments to find ways to reduce costs, and we cut back on certain important areas.</p> <p>It also concerns me that the board seems to have no problem with her stewardship of our limited resources.</p>		
<p>I have spoken to a number of community members who were very upset by what they feel is a misappropriation of funds by the president. Although the Board of Trustees authorized the president to travel with her spouse they feel this is not a responsible use of funds. I have a number of professional friends that travel as part of their regular employment duties. None of them are authorized to use corporate funds to have their spouse travel with them. I have also spoken to alumni from the college who were upset by the use of funds and stated that they would not be contributing to the college in the future. This report (whether authorized by the Board of Trustees or not) negatively impacted our image in the community.</p>	<p>When we are called upon to scrutinize our expenditures and a committee is being formed to make sure that funds are being appropriately used and distributed, I think it is a little hypocritical for the president to be able to frivolously expend funds in the manner that she does. The president should lead by example.</p>	

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<p>I appreciate that Dr. Pollard's visibility and engagement has been a crucial part of the success (including financial gains) of Montgomery College during her tenure. Travel is a critical part of this mission (and I also appreciate the college's generous dedication to supporting professional development and travel for faculty). HOWEVER: this level of spending is excessive. I am not sure I understand why she should fly first class, why her spouse should be paid for on MC's dime and why she should have perks for food/room service and not be subject to a per diem for travel. Also, she receives an incredibly generous salary- why is MC further paying for her spouse and her housing and her car??? While I understand the role should be subject to "perks" this is opulent and does not demonstrate that she is a steward of resources. None of these expenses enhance the college's mission. This seems very tone-deaf in light of the community college setting and our mission (and her statements regarding this). I think she should be held accountable for such excess. Note I do not think security is unnecessary, just why should MC pay for overages on baggage on 1st class flights for her and a non-employee when all her other travel is paid for. Also, her home and car are paid for. As far as I can tell, she could afford to pay for her wife and luggage on her \$281,000 salary.</p>		<p>She needs to publicly right this wrong. Her statement was tone deaf, condescending and insulting to our intelligence.</p>

Presidential Perks Story – Full-Time Faculty Survey Responses

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<p>The school should not be paying for her spouse to travel with her. Her salary is large enough that she can pay for her spouse out of her own pocket. Travel/security etc. maybe an important part of her role, but it is clear that she is taking advantage of her position. She can pay for her own upgrades. She has a huge salary, is that not enough compensation for her? This story makes me feel like a minion. I am a full time faculty member, and I am struggling to pay back my student loans, pay rent etc. and when I hear this about the president of the school it is demoralizing. She is not the only one who works hard around here. We all do. I certainly do, and I’m not granted all-expense paid vacations with my spouse as a result. I have lost a lot of respect for Dr. Pollard as a result of this information, and I do not feel that her response adequately addressed the issue. All she explained is that she does her job, that is writing grants and working to get more funding and recognition for the school. That is her job! She is rewarded for doing her job, with a hefty salary. She should not receive any additional financial support that the rest of the faculty and staff aren’t granted. And she should not receive any congratulations for doing her job successfully, other than a yearly review, like the rest of us.</p>		<p>It would be appropriate for her to explain to the faculty and staff at MC exactly what she accomplishes on each of these trips, and why the amount of spending was necessary. Every trip, every time, previously and moving forward. The county executive should be formally asked to investigate all spending. I also feel that her contract should be renegotiated to reflect this issue. She should have no more perks then the rest of the full time faculty and staff. This would include removing the \$3000 housing accommodation, money for her Infinity (gas, insurance, maintenance), security chauffeurs, any money for spousal travel, limo transportation, and seat upgrades. There should be a cap on her food expenses, baggage, and public and private travel expenses that reflect the per diem rates on www.gsa.gov. She is not more important the rest of us. Any perk she receives, should be a perk offered to the rest of the faculty and staff.</p>
<p>I think there are more legitimate issues to address that are of concern to the faculty-- the spending is not all that impressive to me; presidents need to travel and I have no problem with it. Also, I have done some travel with her, and can vouch that she works way overtime, does not stop to rest. [Her security detail is because her life has been threatened]</p>	<p>Again, I am totally okay with all of it. If we are to make an issue over spending, we might look at number of administrative positions, etc. My morale is impacted by bad top-down decisions that impact my teaching and classroom work, and there have been very many of those.</p>	<p>I believe that the investigation into the president’s spending is unimpressive. I am very critical of our administration, but perhaps this is a time to stand with her [there are no extraneous or unauthorized expenses, as per her contract] and our institution can then move forward to looking at the institutional problems that plague us. PS: good job with this survey and making materials available to us.</p>

Presidential Perks Story – Full-Time Faculty Survey Responses

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<p>The report, if accurate, is an affront to all faculty, staff, and students. With the belt-tightening that has so routinely drummed into us it is offensive to see such profligate spending. Dr. Pollard has failed to demonstrate that EVERYONE, including the 1% need to utilize tax dollars frugally and wisely. That's called terrible leadership. EAP states precisely what form of air travel is required. And paying for the spouse's travel? Appalling.</p>	<p>The drumbeat of getting more and more efficiencies from faculty/staff appears not to be directed, recognized nor appreciated by the President's Office. Demoralizing but not unexpected. Standards are different for the 1%. Hypocrisy.</p>	<p>I once pondered lobbying the MC administration to raise the minimum wage of our work study students to \$15/hr. That, I thought would be real leadership. I stopped thinking of that as a realistic endeavor because that would have affected real change for the least among us. The rhetoric is clear and the results of the rhetoric is just as clear. My faith in my own cynicism has been once more confirmed.</p>
<p>The report, if accurate, is an affront to all faculty, staff, and students. With the belt-tightening that has so routinely drummed into us it is offensive to see such profligate spending. Dr. Pollard has failed to demonstrate that EVERYONE, including the 1% need to utilize tax dollars frugally and wisely. That's called terrible leadership. EAP states precisely what form of air travel is required. And paying for the spouse's travel? Appalling.</p>	<p>The drumbeat of getting more and more efficiencies from faculty/staff appears not to be directed, recognized nor appreciated by the President's Office. Demoralizing but not unexpected. Standards are different for the 1%. Hypocrisy.</p>	<p>I once pondered lobbying the MC administration to raise the minimum wage of our work study students to \$15/hr. That, I thought would be real leadership. I stopped thinking of that as a realistic endeavor because that would have affected real change for the least among us. The rhetoric is clear and the results of the rhetoric is just as clear. My faith in my own cynicism has been once more confirmed.</p>
<p>Dr. Pollard's response is insufficient and illogical. It does not address the egregious spending. It does not explain first-class flights, exorbitant meals, or premium hotels. Dr. Pollard is not being and has never been forthright with faculty, staff, or students. She seems to believe that money drives everything, and that if she spends more money, the students will benefit. But they don't, because regardless of how much money she spends and college, changes she has made to administration have damaged student learning. Spending more time listening to what is going on at her school and less time collecting funds and pushing an agenda that furthers her career would be wise.</p>	<p>It is demoralizing to realize how little faculty efforts are rewarded and appreciated when compared to the immense amount of money and support Pollard receives. Some faculty have to quibble over dollars and cents, take red-eye flights, and cut conferences short due to lack of financial funding. To suggest that the President should have all of these luxuries for her conferences devalues faculty work and scholarship.</p>	<p>Open communication with faculty. Allow faculty to drive educational change. Be transparent. Value faculty and staff and acknowledge that they are the most important members of this community, and deserve to be treated as such. We're adults, and we know when we're being lied to.</p>
<p>Dr. Pollard stated she donated \$20,000 to scholarships for our students, yet that amount is less than 7 months of her housing allowance. When earning \$281,000 per year, I don't think a housing allowance is needed. So, her scholarship donation is not a sacrifice for her.</p>		

Presidential Perks Story – Full-Time Faculty Survey Responses

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<p>I feel this has truly been a disappointing and embarrassing situation for the college. The board's response (or lack thereof) along with the president's response have been very weak and I believe has decreased morale and confidence in their leadership. The justification that the spending was within the contract and therefore legal does not mean that the decisions have been ethical. Given that the college is adopting an ethics policy AND the president is teaching an ethics course, it seems to be hypocritical that the top leadership is not exhibiting ethical or sound behavior. The freezing of positions and reduction of staff in critical areas that support students, such as the assessment center and the career center, while the board supports frivolous spending on unnecessary items, is quite ironic. Although, both the president and board state it's in the contract, I find it difficult to justify a paid car, a paid chauffer, paying for upgraded flights, paying for extra baggage, paying for overweight baggage and paying for the president's wife to travel with her. What other agency or institution pays for a spouse to travel?? All of this demonstrates a lack of responsibility and ethics on the colleges part.</p>	<p>Although the president has made positive impacts on students this has had a negative impact on faculty, staff and student morale. Faculty and staff are constantly being charged with doing more for the students and the college but to do so with less. This situation has given the perception that the president is more important than the others on campus who are exposed to students with anger and behavioral issues on a daily basis. The fact that the college has continuously ignored any request for additional security measures such as the use of panic buttons and alarms for faculty and staff who have an increased threat to safety and security on a daily basis is a complete insult.</p>	<p>The president alone is not responsible for this situation. The board should be held highly accountable given that the last president was removed for these exact reasons. It is highly questionable to why the board would support these types of perks and spending in a contract. My suggestions would be for the president to take a step back and look at her "home". She is so busy going out and making a name for herself and the college but not spending enough time trying to fix what is going on here. Instead of trying to force new outcomes and programs on faculty and staff she should visit the different departments and sit in their shoes for a day. See the types of issues that arise for faculty and staff on a daily basis and then talk with them to find out what would make things easier for them as well as would be more beneficial for the students they serve. Faculty and staff are a large reason why the college is so successful, they truly care about the students and their success. Actions speak volumes over words and with this new spotlight on the president's actions her words have become a slap in the face.</p>

Presidential Perks Story – Full-Time Faculty Survey Responses

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<p>As a relatively new faculty member at MC, I do not remember the departure of the previous MC president. However, there is an irony that at least one of the reasons he was forced out was his excessive spending, and now we are seeing our current president spend rather excessively. Travel for her spouse, while nice, is not something that is standard. Extra baggage, not standard; an armed driver, not standard. Especially in light of faculty NOT getting their negotiated raises. And as a faculty member who proudly pays union dues, it’s difficult to swallow the hypocrisy that faculty have NOT been given the raises that were faithfully negotiated by the union, that we’re asked to accept the lesser compensation than negotiated due to budget cuts at the county level, and the president is able to pay for a myriad of ‘expenses’ that have been negotiated (and agreed on by the board) such as overweight bags, plane seat upgrades for 2, a car, insurance, an armed driver, her house payments, taxi cabs, etc. I pay for ALL those things out of my rather small salary; and no I’m not quite as important as the president, (but I hear about how important I am!) and I didn’t negotiate these with the board in advance. (however, my union DID negotiate a standard pay raise that I didn’t fully see!) Needless to state, THIS IS VERY BAD FOR MORALE. The overwhelming insincerity is the way this looks to students. I have students who are food unstable, I’ve had at least 2 whose housing is unstable, and this is besides the costs of tuition, fees and books. The way things appear is important! The morale is set by leadership and is important. I expect better.</p>	<p>definitely undermines morale, without question, especially the fact about faculty pay not being what was negotiated.</p>	<p>I expect better.</p>
<p>I am very glad that Dr. Pollard is leading our school, and I think she is doing an excellent job! With that said, I think it’s important to manage costs at all levels, and I think that should include the administration. I understand that travel is important, but I think we should perhaps set some limits on spending for travel.</p>		<p>Perhaps the Board should set a per diem, and we should have to pay the difference if we go above that limit. That might be difficult, however, because there is a lot of variation in costs between destinations.</p>

Presidential Perks Story – Full-Time Faculty Survey Responses

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<p>My concern is that the Montgomery College Board of Trustees has not regulated and carefully scrutinized the expenditures of Dr. Pollard. It is inappropriate for a leader of a public, not-for-profit institution to spend taxpayer dollars and student tuition from the operating budget on travel for a spouse and child. This is bad form and though it might not be illegal, it sets a serious precedent of fiscal mismanagement on the part of the Montgomery College Board of Trustees.</p> <p>As for Dr. Pollard’s carefully scripted response to the college community, raising funds on behalf of the college is doing her job. It is simply bad form (appearance does have an effect on donors) to spend community college funds on drivers and spousal travel. When a leader of an institution who places emphasis on support of low income students, models inappropriate financial management, the college must respond with forceful concern.</p>	<p>As a fulltime faculty member of Montgomery College for twenty-seven years, I’m concerned about the clear double standard regarding faculty and administrative travel. Faculty are held to careful, highly scrutinized regulations. Apparently the Board of Trustees see their regulatory responsibility in a different light when it comes to Dr. Pollard. The Montgomery College Board of Trustees approved all of Dr. Pollard’s expenditures. Now it is time for the BOT to request Dr. Pollard pay back the college for inappropriate expenditures from the operating budget. I feel it is highly disrespectful to faculty and staff that the BOT allow the college to pay for spousal travel for its president.</p>	<p>Hopefully, Dr. Pollard will take the high road, model appropriate decision making, and pay back the reimbursements that, though allowed under her contract, are simply inappropriate. The students and the tax payers deserve better.</p>
<p>I was surprised at the amount of money that she spent, especially in relation to Dr. Johnson, and why there was no one monitoring her spending. When I read her contract, it said that the Board was supposed to approve the reimbursement of her travel expenses. It says she will be reimbursed for reasonable expenses. How could she or the Board believe that some of those expenses were reasonable? To me it seems like her moral compass is off, if she believes having the college pay for seat upgrades and extra baggage is reasonable. In her memo, she points to all the grants and donations that she is responsible for at the college. I’d like to know her direct connection to the grants and donations, but even if she is personally responsible for every penny, what she did is still wrong. Her memo seemed very defensive, so I wonder if she feels guilty.</p>	<p>It is very disheartening to find out that a leader, who you had complete confidence in, doesn’t know the difference between right and wrong. It is especially disturbing that the Board allowed this to go on for so long. I became more disillusioned when I compared her salary to other area community college presidents and to the current president of Las Positas College. It appears she got a 30% raise when she joined Montgomery College. I assume the Board is responsible for negotiating her contract. How can we trust them to protect the interests of the college after all of this?</p>	<p>In the future, our college president should receive a salary and benefits comparable to others in the area. In the contract, what is acceptable as reasonable travel expenses should be clarified - no first class or business travel without approval, no private cars without approval, etc. Most employees have a per diem. It is a way that expenses for food are controlled. I think it would greatly limit the number of \$80.00 breakfasts seen in future records.</p>

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<p>I find it all quite shocking, and tend to think that this reckless spending is a violation of her fiduciary trust, despite the fact that it is in accordance with her contract. On that note, one might ask: why is the College spending money to pay for her housing? At 288k a year, I am sure she can afford a mortgage. I am aware that this is in the contract, but it seems wasteful. In fact, much of the contract seems wasteful.</p> <p>As for her response, it avoided the issue. If this were truly defensible she would have spoken with the NBC affiliate - their follow-up report indicates they repeatedly asked for comment, but did not get a reply.</p>	<p>Morale at the College has been declining for a while. The reduction of our raises, the arbitrary cancellation of classes under the 82.5% rubric, and now this have all combined to undermine morale. Are we a College in the business of serving students? Or do we merely exist to funnel tax-dollars into administrative pockets? It looks more and more like the second rather than the first. Have we forgotten that we are an educational institution?</p> <p>I hear more and more of my colleagues saying that they are looking for work elsewhere. While the administration feathers its own nest, the faculty and the students both are suffering, and it is quite clear that education is an afterthought.</p>	
<p>I have always supported academics doing professional development. As I personally have been denied use of EAP funds twice for international travel, I have had to fund these trips myself. The deans use the left over money for their own use, so they have become very critical of how we spend OUR EAP funds. I feel the president should do the same. All of the extraordinary expenses should come out of her pocket. Security, travel upgrades, expensive cabs, etc. The Board also needs some new blood as they are honor bound to support her.</p>	<p>Our presidents are treated as royalty and act accordingly. We are now the serfs.</p>	

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<p>Despite following the contract, the abuse is ridiculous. Walk your walk Dr. P. Be accountable and tell us why you did what you did. Not just that you work hard so it is justified. I can point out hundreds of us that work as hard and get far less and give even more.</p> <p>The board needs to be held accountable for their actions as well. They are more to blame here. Someone needs to step down.</p>	<p>Could it have gotten much worse? Well it did! We are all the laughing stock of community colleges due to the board and her lack of integrity. What a shame.</p>	<p>I would like a response from the board of trustees as well as an investigation into if they have fulfilled their responsibility to the college and community. I would like to see Dr. Pollard show us all how she is accountable and shows integrity as is in our mission. She should renegotiate her contract to something in line with what she says publicly. Pay back the excess. Show some remorse for her actions. Break down the governance system and allow some leadership from faculty and staff instead of the handpicked yes people you have now. Honor your agreements with the unions. The secret way the hiring occurred after Johnson should have given us a clue that the board was not trustworthy. No forums? No information until the announcement? Never again I say.</p>
<p>I was not aware of how much money outside of salary was allocated to different personal and living expenses. I blame the board more than Dr. Pollard. They are the ones who allowed such a loose budget for her to take advantage of and given the history of firing past presidents for the same thing, why did the Board not make some changes? Bottom line, tax payer money going towards a lot of personal expenses looks bad. When there are cuts to essential jobs at the college due to budget constraints that directly impact students, this looks irresponsible. This story just exposed the ugly truth and now it makes the entire college look bad.</p>	<p>I was really disappointed and disheartened. I struggled during maternity leave because the College does not offer any paid leave for new mothers and fathers. I had to leave my baby earlier than recommended to come back to work because I couldn't afford to not be paid. Many of my colleagues have experienced the same tough decision about leaving a newborn to come back to work because we don't have paid maternity/paternity leave. Dr. Pollard is getting hotel and airline upgrades, bringing her family to different destinations at the College's expense, and has the major living expenses paid for (car, house, etc.). I struggle to leave my newborn child because the College won't pay for maternity leave. So, yes this report hurts morale.</p>	<p>If Dr. Pollard is being threatened enough to have armed security, it begs the question of the threat level to the rest of the College community. We do not have any armed security and now we have these security uniforms that make our unarmed security look like police. Yet, in a situation that warranted force, they can do nothing but wait for help and witness what is going on putting themselves and the College community at risk. In my building, we felt unsafe and asked for another exit to be put into our hallway since some of us work at night and there was only one way out of our suite. We asked for windows on our office doors. We asked for panic buttons to be installed because we work with students in crisis who have made threats or have become really agitated. These are not extravagant requests and we do have some documented incidents that would undergird the need. Yet, the College said all of these requests were too expensive. No one should feel unsafe and Dr. Pollard is no exception to that. However, you start to feel really undervalued when the College is paying \$10,000 a month for one individual and other security requests are denied.</p>

Presidential Perks Story – Full-Time Faculty Survey Responses

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<p>The report clearly shows the extravagant spending which are not all unnecessary. Additionally, many of the allowed and approved spending do not benefit faculties, staffs or students. Dr. Pollard's reaction is very defensive and do not address the necessity of her spending, regardless of the percentage of such spending compared to college funding. Why is the college paying for Dr. Pollard's and her partner's entertainment? Why is the college paying for Dr. Pollard's partner's anything? I find paying for two vehicles for one person absurd. I find the reason given to stay at a hotel for a conference in DC unacceptable. I fail to see in Dr. Pollard's response why her partner's travel, flight upgrades and entertainment is of the school's responsibility when she is making much more than the faculties who are very restricted in getting reimbursement from EAP (many of us also uses laptops and have physical need of more leg room). In conclusion, I found the actions of Dr. Pollard irresponsible to a leader of faculties, staff and students. I also fail to see how Dr. Pollard's response answers many of the factual spending brought to light by the report and find the Board as well as county official untrustworthy in being diligent stewards of the finance of the school.</p>	<p>I feel very discouraged. I would be surprised if the faculties would be enthusiastic about contributing towards student scholarship anymore under Dr. Pollard's leadership. I feel working harder, being innovative to lower DFW rate, be inclusive of different cultures being touted as of late are just slogans when the president of MC is treating her position of leadership as a blank check. Not only are the students being taken advantage of, I fell the whole school community, faculties and staff, are also being viewed and treated (as by our much inferior contracts) as a lower class and member of the college.</p>	<p>- renegotiate Dr. Pollard's contract so a designated amount of spending is allowed.- remove all college's responsibility to Dr. Pollard's partner.- ask Dr. Pollard to account and explain her each of the spending and accusations publicly and in writing</p>
<p>I was a bit surprised about the amount of money spent for travel and perks by Dr. Pollard. I believe it is important to have some comfort and safety in travel, but I believe the amount is high. Also, I am a little concerned with the comparison to NOVA as faculty and staff pay is also different and the use of part time faculty is extensive.</p>	<p>It appears to be a double standard when it comes to saving money and cost cutting on staffing, benefits, etc.</p>	<p>I would like to see a report on the trips, the purpose for the trips and the outcome in terms of benefit to the college over all for each trip.</p>

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<p>I find it pretty disappointing that MC's Board of Directors would approve these kind of expenditures for our College President after the concerns expressed with our prior College President. If the fault lies anywhere, it is most likely with the Board of Directors, as I believe that Dr. Pollard has acted in accordance with her contract.</p>	<p>I have worked at Montgomery College for 25+ years and I find this situation disappointing, MC is not a private institution charging \$50,000 a year per student, the types of perks awarded to a Community College President should not be this extravagant. We have all been asked to cut costs, do more for less and accept very small increases (sometimes none) increases to our budgets and salaries. I take great pride in working for MC and our and graduates, I believe in our Mission and strive to attain it every day with every student, this situation truly has had a very negative impact on faculty and our students who are amazed at what is spent to support our College Presidents travel and lifestyle. I think Dr. Pollard's response is appropriate, but it does not excuse the expenditures approved by the Board of Directors in her contract.</p>	<p>MC has become so administrative heavy, with more resources going into the support of more administrators, which is a disappointment. Nobody is disappointed when financial resources are spent on students and faculty who are the ones who have their boots on the ground and who are doing the heavy lifting learning and teaching.</p>
<p>I was shocked that for the second time in my career, an MC President has spent the College's money capriciously while traveling. Community colleges are said to be among America's most democratic institutions, and on that such principles as open enrollment and radical inclusion rest. It reflects poorly on the College when its leader travels in the luxury she enjoys. Her "response" is no response at all. A response would have shown just how her spending contributed to getting grants and donations. How does room service breakfast contribute? How does it help that College pays for two cars? I'm disgusted, and I'm angry.</p>	<p>Dr. Pollard's arrival and sweeping changes drove morale to a low level that I had never seen or thought was possible in any educational institution. It had begun to rise slightly-- tentatively. Now it's dropping again. She has earned considerable skepticism from the faculty. I wonder when she will begin earning some respect. I wonder whether she has the capacity for honest self-evaluation.</p>	<p>We need a new president, one who represents the College as it is, a place where we go out of our way to welcome everyone.</p> <p>We need a new Board of Trustees that understands that it has to put the brakes on the President sometimes.</p> <p>We need to find the new president without using an executive search consultant.</p>

Presidential Perks Story – Full-Time Faculty Survey Responses

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		<p>If the college is providing (paying for) a car that the president does not use, why is the president keeping the car? Is the car the college provided solely for the president's use, or is it also for the president's use as well? Do the conferences in Hawaii and CA coincide with the dates traveled? Do receipts correspond with date of conferences?</p>
<p>I wish the I-team reports were better done, and they don't provide some much needed context in terms of comparisons with other institutions or the timing of some of these expenses. Were the lavish travel expenses when we were being fully funded by the County or was it after the administration broke our contracts and refused to honor the salary increments that were negotiated for the faculty? Also, many of the bigger numbers shown seemed reasonable - I would expect the college president to be attending conferences around the country regularly, and that will incur significant expenses. And given the information that has been shared with us, the need for protection is unfortunate, but may well be a necessity. All that said, travelling first class, staying at an expensive hotel 15 miles from her home, renting expensive ground transportation when she already has a full time car, paying for travel for her wife, travelling first class, again with her wife, paying for numerous extra bags, and running up huge room service and other dining bills all exemplify a "culture of entitlement" which, ironically, the administration recently accused the faculty of possessing. The fact that these expenses may all be permitted in her contract justifies them in that they are not "wrong" in the sense of impermissible, but they are still unethical and hypocritical in light of the college's mission and Dr. Pollard's numerous public statements about how we need to commit to that mission. These not the illegal acts of Dr. Johnson, but they show very poor judgment and put lie to many of Dr. Pollard's past public statements.</p>	<p>To have this come out in a year in which our contract was not honored, in which the faculty have been told to expect that the next negotiated salary increase will once again probably not be honored, and the staff has been told that salary restructuring may result in some getting pay cuts and other positions eliminated shows that the administration is out of touch with the majority of employees of the college, and that the Board is enabling this disconnect by agreeing to such a contract. The biggest impact on my morale comes from the disillusion in the Board - they have given the impression of being more in touch than prior Boards were, but I no longer believe this to be the case. As they make decisions about the direction of the college in the long term, whose interests are they really considering?</p>	<p>Dr. Pollard has done some good things for the College, yet she has frequently left the impression that she is in this for her, not for the students or the College. This report highlights both aspects of this.</p>

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<p>I think the timing of the report was unfortunate. This is something I might have cared more about before the disastrous national election. Since the election, I think we need to worry about more critical issues. Regarding the spending, in some respects it seems excessive, but if it's in her contract and approved by the board... I'm not that concerned. I hope and assume that - going forward - she will be careful to justify expenses. I don't have any problem with the security. We have students with mental/emotional issues, students on parole, etc. There are good reasons to have enhanced security. I wish we had better security college wide - including much more frequent security patrols! Right now, I feel like the campus is extremely vulnerable.</p>	<p>My morale went in the dumpster on November 9th (after the election). I am just stunned and horrified by the election results. Whether or not Dr. Pollard took her wife on trips or got room service honestly pales in comparison to the challenges we will be facing for the next 4 years. I know that there have been issues in the past, but I hope that Dr. Pollard and the AAUP will work together fairly and openly to ensure that students, faculty and staff are protected from the next 4 years of likely-to-be-disastrous federal policies. I truly hope that Dr. Pollard will support everyone's free speech rights as we try to get politically active in our communities!</p>	<p>It would be really nice to have better security on campus. With mentally/emotionally disturbed students, students on parole, the growth of the "alt-right" (even in Maryland!) -- we are lucky that we haven't had any major violence at MC. (Knocking on wood that we will stay safe!) I understand that the campus is physically difficult to secure, but we at least need more security patrols and the ability to lock building doors. We also need more follow up after filing BIT reports. (Often faculty are told that it violates student privacy to share follow up info. But info CAN be shared legally if there is a compelling interest, and faculty safety should be considered a compelling interest).</p>
<p>The NBC investigation raises two issues for me--poor, limitless contracts and abuse of power. The Montgomery College negotiated a terrible contract, which authorized an open wallet without oversight or renegotiation. It allows the president too much autonomy and requires payments that are excessive and inappropriate. Our college limits professional development spending, prevents use of EAP spending for course-relevant software or equipment. The college charges its students for printing, yet the same college spends thousands each month on housing, transportation, and travel for one EMPLOYEE (Again, one EMPLOYEE). This limitless existence seems inappropriate since other employees must work within a budget. Approving a contract without spending limits or adjustments due to financial is poorly planned. Second, while the president's spending appears to be within contract, it reflects an indifference the college's students and employees. Student tuition has increased twice. Faculty and staff have been scolded for excessive on printing for students, too many low enrollment classes for students, and other budget allowances for students. Raises were withdrawn because the college couldn't afford it and the</p>	<p>Dr. Pollard's spending seems to be within contract; although, a review of the professional necessity of these trips and expenses seems warranted. However, if these trips prove college related (a 5 day stay in Hawaii for a dinner would not be appropriate for example), then the president's spending is within contract.</p>	

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<p>county wouldn't pay it. Simple projects and repairs are delayed because we cannot afford it. So students, faculty, and staff unhappily reduce spending and look for ways to reduce costs. However, our leader has not done the same. Even if her contract allows limitless spending--good faith, good leadership, and respect for the students, staff, and faculty requires a good president to cut back as well. "One college. Students first." When faced with such spending, Dr. Pollard's words seem hollow. These words in addition to her recent letter of explanation seems manipulative. Yes, the college has received millions in funding, but those funds are not her sole efforts, but her letter suggests as much. Yes, the travel spending is probably .02% of the college's budget; however, the college's budget is large, and her .02% for travel and transportation could fund college's scholarships, pay to print, graduation, laptops, more tutor hours, repairs for crumbling stairs, cancellation of an under enrolled class. Her .02% doesn't pay for everything, but it can make a student's academic life easier. Dr. Pollard is a good president, but Montgomery College--a business as she defined it--needs to stop excessive spending. And sadly, she has exceeded our previously terminated president's cost.</p>		
<p>Wow, Dr. Pollard has a great contract! Even though she is not doing anything beyond the confines of her contract I think it would be a nice gesture of solidarity to give up "extras" like spousal travel and car service given that she gets a car.</p>	<p>Morale is already low and hearing about what Dr. Pollard's contract entails versus what the faculty get I feel like the gap between the haves and the have nots got even bigger!</p>	
<p>I feel that Dr. Pollard has been transparent in representing and supporting Montgomery College and all that the mission entails. The expenses seem extreme; however, this is what the college Board of Trustees agreed upon in her contract. This agreement on the boards' behalf is unsettling, based on the recent history of the college & a past college president.</p>	<p>It saddens me to hear negative information about Montgomery College in the news. There are so many good things going on at the college with the students and dedicated faculty that are not publicized.</p>	

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<p>I am seriously concerned by Dr. Pollard's two public responses so far to this issue. In both of them, she does not admit to doing anything that looks improper to the students, employees, or the greater community. She is stubbornly defending her behavior that demonstrates she is aloof and insensitive to the financial hardships of attending college for many of our students. Dr. Pollard no longer has credibility with the taxpayers of Montgomery County, so in the future, our ability to request adequate funds will be greatly compromised. As a faculty member, I will no longer believe anything she says concerning the college budget. I think the union should vote "no confidence" in Dr. Pollard's leadership, so the Board, students, and citizens are clear that the faculty disapprove of this behavior.</p>		
<p>I am very upset about Dr. Pollard's expenditures for several reasons. First and foremost, they show profound disrespect for what students sacrifice to come to MC, even (or maybe especially) if the benefits were offered by the Board of Trustees as part of Dr. Pollard's contract. I can understand the argument that college leaders' contracts need to be competitive, but things like spousal travel, multiple cars, first-class upgrades, and room service are simply indefensible when students have to pay to print their papers and park their cars. These expenditures are also disrespectful of staff, who have faced staff cuts that have resulted in lost jobs (for instance our part-time admin aide, who was just wonderful) and stress for the staff who are left. In addition, some jobs with direct benefit to students, like the service learning coordinator position at Germantown, have been left unfilled because of cuts. Second, the fact that we have now had two presidents in a row showering themselves with perks for themselves and their families suggests that excessive spending on personal expenses is perfectly fine with the Board of Trustees. I realize that Dr. Pollard's contributions eclipse Dr. Johnson's, but I hate to think that the Board of Trustees thinks that it's</p>	<p>While Dr. Pollard's response definitely speaks to the work she has done for the College and the Board's unwavering support of her, her letter was nevertheless disappointing to me on several levels. For one thing, even though her excesses were sanctioned by the Board, they're still just not right. I don't feel her response addressed the excessive spending or its effect on employee and student morale, only whether she was personally culpable. Even though it appears she did nothing that wasn't allowed in her contract, I would have respected her much more if she had volunteered to give up some of her spending for the good of the college. Ironically, if the costs of her luxury travel had simply been added to her base salary, I doubt they would have attracted attention. But because these perks are so flagrantly directed toward her personal enrichment, her response's focus on her own innocence comes off as spectacularly insensitive to students, faculty, and staff. I wish she had defended the false claims against MC faculty working only 15 hours a week</p>	

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<p>less important to fund students and retain positions that serve students directly than it is to fatten pay packages with first-class travel for a spouse, multiple cars, multiple expensive meals on the same night, and a housing allowance that far exceeds what students, faculty, and staff can afford to pay in rent or on a mortgage. We were shocked by Dr. Johnson's extravagance, but since Dr. Pollard's is written into her contract, at least as much responsibility goes to the BoT for its flagrant lack of judgment and oversight. And while Dr. Pollard has brought money into the school, this same lack of oversight makes me think the money coming in should be scrutinized for its benefit to students as closely as money going out. Obviously, we can't trust the current Board to ensure that the college's spending reflects the mission. How do we know how much of Dr. Pollard's fundraising actually benefits students rather than simply inviting more corporate fingers into the pie?</p>	<p>in the WaPo as quickly and robustly as she defended herself, or that some of the travel and personal protection funds could have been devoted to saving staff positions that directly served students.</p>	

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<p>After review of all of the documents (and I did see the report on NBC4 when it aired) the spending is excessive and really, three cars????Totally reasonable for one, and if there is a genuine security threat then it has to be dealt with. It seems as if we have an imperial presidency. No problem with reasonable expenses, but five extra bags???? who does that? Upgrades? Spouse gets to travel for free and with upgrades? This to me, is not reasonable stewardship. Also, what a lack of transparency when everyone else is asked to cut costs, not get raises, etc. I also fault the BOT for what seems an excessively generous contract. In my own attempts to see if this was par for the course for other CC presidents in Maryland, I can’t seem to find anything that comes close and this was confirmed by the NBC4 follow up report. I was very, very disappointed in her response which I have read closely. There seems to be a lack of self-awareness, and it is all about her. I know she has a done lot of good in the community, but really, the success of the college is dependent on a lot of folks, not just her. The fact that the BOT is fully okay with all of this is also very disappointing.</p>	<p>It has cemented my belief that the goal of marginalizing the faculty is a priority. We have become administration-heavy and it is hard to understand what many do that actually benefits students directly or even indirectly. There is also a reluctance on many to speak up, and a belief that there will be repercussions. Many of my colleagues are reluctant to complete this survey, not believing it will be anonymous. None of this will help the real and important issues we face as an institution.</p>	<p>BOT reform. Are there even any actual educators on the BOT? As for other suggestions? Well, given that there is no sense of any impropriety, how can we expect someone to be open to other points of view????</p>
<p>WoW! Appalling</p>	<p>There are two types of folks-there are givers and their takers-looks like we can see what we have.</p>	<p>The board of trustees should be the ones being questions regarding that giveaway contract!</p>

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<p>The piece may have been slanted a bit but the excessive spending flies in the face of all that she says she stands for and cannot be justified by her donations to the college or what has been gained by her trips. These trips are approved by the college because this is her job! It is not to get room service, fancy local travel, airfare upgrades, and to have her spouse go with her. It is bad optics for the college because it is bad! I am not sure who to be more disappointed in, the President who is supposed to lead by example or the Board who once again has shown an inability to create and enforce reasonable expectations.</p>	<p>Her justifications just prove she does not get it. She thinks that because faculty members get raises that they are treated well. Getting raises and then being trivialized later at every turn undo any street credit that might have been gained. So, saying that she values students and understands their plight and then wasting college money on room service because she can't get her A__ to a restaurant to eat is the same thing! You can't say one thing and then do another and expect that there will not be questions. So when I have to jump through a million hoops to go on trips that are "mandated" by my discipline and then deal with a cranky paper pusher in HR, just to find out that the President is in first class because her spouse has knee troubles, how do you think my morale might be? I would hope that the Board will discuss this and make attempts to reign this extravagant spending in but frankly I don't think they get it either.</p>	<p>I can think of no reason why she needs a police escort / driver. I can see her being escorted to her car but how many other college / university Presidents get this service? What are the credible threats? Should we all be more vigilant and worried? Perhaps if this had been shared, even in general, we could understand the extravagance. One would think that given the actions of her predecessor, she would wiser to the prudence of all this. Most shockingly, I am disappointed in the Board who again seemed to have their heads in the sand when this was negotiated and even now to the duplicity of these types of spending, given that so many were TOLD that they would not be getting all of the raises that they were promised. This is just another reminder again about how little she really values the rest of us. Most effective leaders put those below them - ahead of them, whenever possible in hope that funds trickle down and to inspire folks and remind them that they are valued. This is just like the farce known as "Participatory Governance." It has become apparent that the illusion that she has created is for us to think we are involved in decision making...., as long as we go along with what she has already decided, and then we get to say we were involved. Gee thanks, we got to "participate!" If you are going to do what you want anyway, just save us all the trouble and stop pretending that you care about true buy in. But please don't say one thing and then do another as the hypocrisy rings louder than shallow compliments or directives that we need to value our students.</p>

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<p>Given that NBC has been working on this story for months and has been asking for interviews from Dr. Pollard and the BOT, it would be disingenuous to believe that their reactions haven't been drafted ahead of time, too. Nonetheless. . . Having spent three hours poring over the documents, I feel betrayed as a faculty member and angry as a taxpayer and alumna. It's true that there haven't been any comparative studies done on presidential compensation at the community college level, and there should be. While it appears that the compensation package is taken from a business model, it ignores the reality that we are not a business--we are a public community college, supported in part by taxpayers. This is not to ignore the hard work that the president has done for MC. I recognize her gifts as a speaker and fundraiser, and I have no doubt that she has reached out to various students to mentor them, which I find admirable. I would not for a minute question her dedication to the college. However, I find that the compensation package she has been given to be excessive, especially at a time when we have had to wait for our raises, and when we are given only 2,000 dollars for our EAP funds. Yes, our college is competitive, but in this economy and in an economy that may well change and negatively impact everyone, it would be better for her to have a more streamlined package. This way, Dr. Pollard can show that she is our president, our leader. A cynic might rightfully ask if her streamlining her compensation would really matter in the long run. Well, as a taxpayer and alumna as well as a faculty member, I say yes, yes it would. I get mailings every week asking for my financial support of the college. The taxpayer and alumna are both tightfisted about where my money is spent. I budget how much money goes to MC every year, and, to be honest, I don't know that MC will be on my list next year. As a taxpayer, I think that MC has enough money if this is what the president is being compensated, so I'll put my money to work elsewhere. You may argue that the money I send in to the college goes</p>	<p>As a faculty member this has meant that I have had to take three hours out of my grading time on the weekend (unpaid) to read all of the documents and formulate a response. My morale is low, and while I can't blame Dr. Pollard for NBC's decision to break the story at the end of the semester, I know that that has played a part in my fatigue. Of course I keep on grading and doing my job--my students are central to my mission as a professor, but when I think about there being any major changes to the president's contract, my optimism drops.</p>	<p>Here's what I'd like to know or see:1. How is the college president's salary budgeted? Where is this money coming from?2. Who is paying for the BOT positions? The county? The state?2. Why are we subsidizing the president's spouse for travel? 3. Why does the president get a housing allowance? This seems like a good place to cut back.4. Why is the college paying for her 403(b)? 5. Three cars? One is enough.</p>

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<p>directly to the funds students, but how do I know that? I'm donating money in good faith with no clear idea of where it goes, and based on what I've read, I really don't think MC needs my money. One of the expenses I do not begrudge her is the security guard--given the mood of the country these days, I agree that it is imperative for her to have security. If she is having to drive all over the state, I don't begrudge her having the SUV. Her security is paramount.</p>		
<p>I am surprised at this info. It is not that she has these benefits but the combination of the benefits.</p>		<p>I am concerned that this reflects poorly on our institution. Who will want to donate or associate with us if we are not spending our funds in an equitable manner?</p>
<p>I am comfortable with Dr. Pollard's leadership & her role as college president. This information is very troubling. I have no problem with someone negotiating for certain perks in their contract & I have no trouble with receiving some of these perks. It does seem as though whoever reviewed & approved these requests was not a very strong negotiator. I have a bigger problem with the college allowing this salary package than with her negotiating for it. We need different negotiators in future contract/hiring situations.</p>	<p>I have no doubt the role of a community college president has changed over the years, but so have the roles for staff & faculty as well. What has not changed is the perception we as a college a responsible stewards of taxpayer dollars. Responsible means not spending for an extravagant hotel when you are twenty minutes from home. If the President can receive an armed driver because of a tweet, does this mean staff & faculty can receive an armed driver when someone posts negative comments about online or in a site like "RateMyProfessor.com?" This is really bad for morale where there are different standards of treatment. Dr. Pollard's response was not to apologize or to specifically question the report's validity, but basically to say I am worth this extravagance. This is really bad for morale for everyone.</p>	<p>The President seems to be surprisingly out of touch on this issue. The most important constituency on this campus is not staff or faculty, but rather the students. Why has no communication been sent directly from the President's office to the students addressing this issue? There is a growing frustration on this campus from the students about this silence. Why not have a Town Hall to address this on each campus? If a message is sent, please do not tell students struggling from paycheck to paycheck to pay for school how someone is worth an extravagant hotel twenty minutes from home because of the positive contributions they made to MC. We need to be inclusive of everyone in this community. This inclusiveness includes folks who are lower income as well. This spending is not the right message to send to lower income students.</p>

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<p>I had mixed reactions to the information contained in the report. My first reaction was that this was another example of how the media focuses on the negative aspects of education in general and that this report was another in a series of stories reported without a contextual framework to present educators as corrupt individuals looking for a "grave train." My initial reaction was: When they go after our President, they also go after us. I felt the story was sensational and biased. As a full time faculty member, I don't have a problem with Dr. Pollard having a security guard or a driver. She is a strong woman of color who probably receives threats or potential harm on a weekly basis, due to her support of the LGBTQ community, the Dreamers and other minority groups. She has made some unpopular decisions in terms of certain elements of the college (child care facilities/bookstore) but as a leader, she is tasked with moving things forward to best achieve student success. I do take issue with the BOT paying for the travel of her partner, who does not work for the college and therefore, does not contribute to the advancement of our mission. Given the fact that, we as faculty, get limited \$ for travel to conferences and we don't receive the benefit of having our spouses travel with us, I think it is really unethical for our President to receive this benefit.</p>	<p>I just learned that the Regular Part time positions may not be funded in the new fiscal year. Many of our departments rely on these positions to improve student success and to give our wonderful adjunct faculty a chance to maintain a certain amount of pay/ESH. Upon hearing that the College pays for the travel expenses of Dr. Pollard's wife, while hard-working adjunct faculty members may lose the additional benefits of the Regular Part time position seems unfair, unreasonable and completely counter to really making a difference in our students lives. I really cannot see how the College and the BOT can justify this additional cost of travel expenses for an individual who doesn't work at the College and therefore, cannot contribute to the advancement of its mission.</p>	
<p>I was extremely disappointed with Dr Pollard. In an environment where tuition continues to rise and faculty and staff have been asked to tighten our belts, it is unconscionable that she would take the liberties permissible in her contract to the fullest extent. Montgomery College has had an international reputation as one of the premier community colleges in the US long before Dr Pollard came here. Under previous presidents, MC has received large endowments for scholarships and programs without spending the kind of money Dr Pollard has in her short time at MC.</p>	<p>It's demoralizing.</p>	<p>Though Dr Pollard chose to take every advantage permitted in her contract, the BOT should NEVER have allowed these perks in the first place - especially after Dr Brian Johnson's fate. The BOT is supposed to have oversight of the President. We should do a clean sweep of the BOT and get people who will do their job to serve in that capacity.</p>

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<p>Not enough information to make an informed decision</p> <p>Bad reporting</p> <p>Seems like targeting of an African American, female, inclusive president</p>	<p>No</p>	
<p>Dr. Pollard did not break any rules. Our Board supports her travel and her ability to bring her spouse. If the Board desires to change the agreements, they should.</p> <p>It's not easy to get out of a car lease; ask our students about that one!</p> <p>The TV report felt like a personal attack on Dr. P. I think the person who leaked the information is unethical. There were so many aspects of this that were unseemly.</p> <p>Most of us do not live lives like our president. But, that doesn't make it wrong.</p>	<p>I am worried about the college receiving negative coverage. The report (itself) was poorly researched and incomplete. I am angry with the NBC4 folks. We should let them know how strongly we support MC, our mission and our president.</p>	<p>This college is really very different than other community colleges. We should take this as an opportunity to share all the ways we differ from the others. We have an agreement with a hospital, we have technology and entrepreneurship at GT innovation campus, we are cool!</p> <p>Also, there is a big disconnect between how faculty and staff feel. The faculty are way madder than staff, as far as I can see.</p> <p>We need time together to talk and to learn more about each other's lives. Staff, faculty and administrators don't "get" one another.</p>
<p>Not stunned by the reports, because the institutional bloat and waste of administrations in higher education is a nationwide cancer that needs to be excised thoroughly and completely. Because so many participate in this problem, however, does not mean Dr. Pollard should be given a pass. Dr. Pollard's response completely ignored addressing those areas of personal wastefulness (e.g. baggage, vehicles/chauffeur, hotels) which are most concerning, and contained no apologies to the student body or faculty. There is a sense of righteousness the President's response, and an inability to recognize that in this period of class consciousness and concern over the financial burdens of higher education these actions are inappropriate and emblematic of a system in need of reform.</p>	<p>As a more recent addition to the faculty, I've been somewhat stunned by the depressed morale already pervading faculty due from what I can tell to the top down, corporate culture of Dr. Pollard's, and indeed, Dr. Rai's administration. This event has only exacerbated the problems largely instituted by the authoritarian top down structure that values numbers over quality. Yet, ironically, Dr. Pollard now finds themselves as one incapable of handling the numbers \$\$\$\$.</p> <p>According to the administration's own calculus then, this ironically reads like "failure" both quantitatively and qualitatively.</p>	<p>Solution: a vote of no confidence and an immediate search for a new president and a resolution to cut administrative spending and a freeze on all administrative hiring.</p>

Presidential Perks Story – Full-Time Faculty Survey Responses

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<p>I am not surprised that the media portrayed this as a misuse of funds. I have personally witnessed Dr. Pollard's dedication and unwavering support as well as the hours she spends in pursuit of excellence. I remember a few things we learned about the search for a new president and the contract she negotiated is fair. That being said - it's always okay to take a look at our decisions and make sure we can support them based not only on laws, but on the question of right and wrong and through the lens of our human goals.</p>	<p>My morale is fine. I know have explained a few of these points to students who are questioning Dr. Pollard's commitment based solely on this report. Her role is to raise the college's profile and to seek funding as she looks at the big picture and relates it back to our mission. These students understood and were supportive. They were pleased to hear that the claims were unfounded.</p>	<p>This is Montgomery county and the cost of living is high. Dr. Pollard accepted a challenging job that really limits her partner's ability to be employed based on the time she's committed to. Therefore, the family deserves compensation for this limitation. Many families make this choice, even though so many Montgomery County families have dual incomes so they can afford to live here. I hesitate to bring this matter up because it is private, and should be kept private, except that it's been made public in a judgmental way. These perks were negotiated and were allowed because the Board saw the value of a truly committed leader. She was, and is my first choice to lead this College. I see nothing wrong with competitive compensation.</p>
<p>It seems to me that the article was not well presented or well researched.</p>	<p>I think she's doing the best she can. I think she should probably stop bringing it up, but I do honor her attempt to explain her situation.</p>	<p>My thought is that the contract does seem a little loose. Most folks don't get spousal pay for things. I could be wrong, but that's the part that seems sticky. And, this sounds a bit judgmental, but if in fact she does have a college- purchased Infinity and a driver (of another car?), she's just not paying attention to detail. To me, leaders of public institutions do have a bit of a moral obligation to be as "of the people" as possible-- first class, spousal pay, luxury car-- it just seems a bit excessive. I think she's a terrific president who may have just overlooked a few details, like luxuries. It was not a good article-- makes NBC 4 look poor in my opinion. But, I do think she could reconsider some creature comforts!</p>

Presidential Perks Story – Full-Time Faculty Survey Responses

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<p>Dr. Pollard is doing nothing wrong...she's following the rules and guidelines of the board policies. The board policies of paying for housing, car allowance and paying for spouse to accompany the president are policies that are outdated. The problem here is with the board policies, not the president. Give her a raise and change the policies removing the housing allowance which was put into effect from Parilla days, remove car allowance, and remove paying for spouse expenses for trips -- didn't we learn anything from when Johnson rented the Presidential Suite in Disney and left his family there while he came back to MD??</p>		
<p>Presidents should have the same (and even higher) ethical standards as all members of the campus community. And, like everyone, they should not only avoid impropriety, but they should also avoid the appearance of impropriety. I'm not sure if the president violated any ethical rules, but her conduct does not look good. No anyone else on campus would think they could ask the college to fly their partner to conferences - that's just blatant wasting of the college's money. I would not second-guess the decision to provide the president with extra security. But, if she has that security, then why should the college pay for her to have a car that sits at her house? The president simply looks out-of-touch and wasteful.</p>		
<p>I am appalled at the spending that has occurred at the highest level of the college. A leader should model how college resources are used regardless of what is in her contract.</p>	<p>Yes, this has impacted my morale for the worse. It is another example of how the college leadership has demoralized faculty by marginalizing our contributions and value. While leadership receives more faculty receive less. Keeping good faculty at the college is one of the better ways to help students succeed.</p>	

Presidential Perks Story – Full-Time Faculty Survey Responses

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I think that visiting students at their homes is unprofessional and possibly illegal according to Ferpa.	I make what she spent on the credit card in a year on upgrades and baggage fees. Yet my duties keep increasing with no ESH in sight.	I have a very talented art student whose financial aid does not cover art materials so she is forced to beg them off of her teachers. This is disrespectful of her as an Artist. Give the money
Seems a bit irresponsible given cuts or hiring freezes that have recently occurred. The response was more dismissive than productive. I would have felt better if she or the board would have made an effort to reign in some of those costs or at least make a pledge to consider it.	I thought it was odd for her to be the one to make the statement that the board approves of everything she is doing. Isn't it more appropriate for the board to make their own statement since she works for them? It makes you wonder about checks and balances.	I want to know who holds the board accountable when they make poor decisions? I'm not sure what the solution is, but I think some further conversations need to happen. This was a big PR blow on top of everything else. Students are upset about it. They feel betrayed.
My reaction is that the reporters took the expense information out of context in an effort to create a derogatory story. For example, the issue about the security/driver and related expense without completely stating why this was necessary for safety reasons and that it was ordered by the BOT.	The hack job by the News 4 reporters has had no effect on my morale nor has it diminished my respect and admiration for Dr. Pollard.	
I thought Dr. Pollard's response was appropriate. She has done an excellent job of fund raising and representing the community. From what I can see her expenses are close to the original contract. The additions were related to Safety and Security.	The recent information has not impacted my morale.	I think we should let this one go. Getting the college into another administrative upheaval would not be helpful to our mission.
Very disappointing and disheartening. I acknowledge Dr. Pollard's work for/in the college. However, that is no explanation for her greed regarding upgrades, luggage, and excessive hotel expenses. Why does her wife need to travel with her?	My work at the college will continue, but it is difficult to have to justify the President's actions to students.	Public apology. Acknowledge excessive spending.

Presidential Perks Story – Full-Time Faculty Survey Responses

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<p>I was very surprised and disappointed with the used of college funds by Dr. Pollard. She is not a King or a CEO of a bank or Fortune 500 company. She is a staff person like everyone else and thus she may not know the difference between being able and being humble. The latter is the best.</p>	<p>The college has lost its way. It time to be MC again and not Fortune 500 Company. The President just lost the gains she made in tax dollars and staff support in my opinion.</p>	<p>Say you are sorry to all the students and pay back every penny of over spending. Drive yourself please...</p>
<p>I've been very concerned about this. My main concerns are along the lines of the following (apologies for fast, rough writing, but hopefully they'll help fill out the summary).- Apart from the actual money involved (which does bother me, as her excesses could pay for scholarships), it damages MC's credibility to have a president who behaves like a celebrity with excessive perks, first class travel, hotels in town, extra baggage, bringing family everywhere, running up credit card bills. I would like to think of MC as a serious institution, both in the sense of being focused primarily on intellectual pursuits (not moneyed perks and excess), and in the sense of catering to a diverse population where many of our students struggle to hold down the jobs that they need to buy tuition. I'm ashamed for us.- I think this focus on money is filtering down into other parts of her bloated administration, where she has created this personality cult of people clamoring to join in the excitement. My own dean (in STEM) seems to be more focused on getting the next grant for the high profile disciplines than in making sure that I have the resources (e.g., time and lab support) to effectively teach our less glamorous students. This seems to be getting worse, to me, and I'm inclined to think it is due in part to poor moral leadership (I'm speaking of treating what should be student money as personal windfalls) from our president.</p>	<p>I'm sorry to hear that Dr. Pollard apparently sees no wrong in her excesses and that the board sees fit to defend this behavior. (And I'm frankly shocked to learn that the board okayed a contract with so many excesses). MCs reputation has been sliding, in my opinion, and this only furthers that.</p>	<p>Why did this wait until staff and students complained? Was the union gun-shy about complaints after the Johnson stress? (This sounds like an accusation, but it's a real Question-I'm full of gladness for what our active union people do, so thanks, it's just I was surprised to learn that she is apparently worse than Johnson this way, and I wondered why the union hadn't already pursued this).</p>

Presidential Perks Story – Full-Time Faculty Survey Responses

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<p>I believe this kerfuffle will pass as quickly as it arrived. She has done and continues to devote her energy to the success of the college. All people are welcome here. Dr. Pollard has the full support of the Board of trustees and of the state legislature. Moreover, she understands the importance of educating people of color; a significant portion of the citizens of Montgomery County. She is doing everything possible to address closing the achievement gap. Resources need to be directed at this effort.</p>	<p>Raising money for scholarship has its' costs. Keeping the college fully staffed costs money. She has been able to convince our public official to maintain the same budget for MC despite lower enrollment. The result has been improvements to the physical plant as well as to provide additional resources for improving student success. The recent reports do not alter my very high opinion of her.</p>	<p>I also believe her leadership has created a safer environment for all of us. For example, we have not had any dangerous protest movements on campus. Moreover, the news report was closer to fake journalism than my reality at MC.</p>
<p>My reaction was one an of true surprise and deep disappointment. Once again, Montgomery College has failed to keep tabs on the president's spending. How can this continue to happen? A publicly available quarterly budget of the president's spending seems like an easy remedy to this recurring issue.</p>	<p>This has certainly tarnished my view of our president and to have this happen, yet again, for the second consecutive president, speaks to the lack of HR action in prevent such occurrences in the future. Shame on President Pollard. She should reimburse the funds she took to the MC Foundation so that the money can go to students in need and not her and her family.</p>	<p>Publicly available quarterly report of the president's spending.</p>
<p>I don't know how any faculty member could see this information and not be concerned. We are supposed to provide affordability of access for our students (many of whom work 2+ jobs to afford MC) while the college spends an excessive amount on the college president. I am also HIGHLY concerned for the morale of my students...I told them that I could not comment, but many of them expressed their concerns about college spending and have made statements that they will attend other colleges in the area because of this. They don't feel that they should be paying for her house or her trips to Hawaii.</p>	<p>Yes. Hearing student feedback and thinking about the fact that faculty didn't get raises they were promised this year while the college spends exorbitantly on our president has definitely lowered my morale.</p>	

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<p>I support Dr. Pollard and Montgomery College has benefitted a great deal from her leadership. I read the ‘Travelgate’ story with some dismay, only because I know how hard she works, how successful she is in raising the image of MC and in raising so much money for college. However, I regret that her spouse also got to travel on the college’s dime--her travel should have come out of Dr. Pollard’s pocket. But Dr. Pollard should be allowed a sufficient travel budget to continue doing her job as best she can. The car allowance and ground transportation allowance should be reduced if the threats to Dr. Pollard’s safety have been reduces.</p>	<p>It has not impacted my morale at all. I appreciate Dr. Pollard’s leadership, but no more travel for her spouse please unless it is at her own expense. I found my students were highly critical of her following the news story, but I hope I offered a balanced perspective to my students. Her spousal travel should not be part of MC’s expenses.</p>	<p>I’m aware that 4-year college presidents make a boatload of money more than Dr. Pollard does. It may be useful to compare Dr. Pollard’s employment contract with that of other Community College presidents in areas that have a similar high cost of living as we have in Montgomery College.THANKS.</p>
<p>I do not understand why Dr. Pollard is being investigated in this manner. I was not aware that there was such dissatisfaction with Dr. Pollard to warrant this investigation. That said, her response did not address the issues raised by the report, rather it was a review of all the accomplishments made under her administration. We have been through this before with the previous President. In his case, I had no objection to the investigation and was glad when it resulted in his leaving the college. However, Dr. Pollard has not committed the kinds of actions committed by the previous President that would warrant this investigation. I am deeply disappointed that the college is going through this again.</p>	<p>My morale, which is much lower than it was many years ago before Dr. Pollards tenure, has not changed since this investigation.</p>	<p>Dr. Pollard has made some significant changes to the academic structure and functioning at the college. I don’t agree with all of the changes: example: reporting to a college wide Dean and a campus Dean is confusing and redundant. It also feels like we are top heavy with administrators. However, Dr. Pollard is taking the college in the direction that higher education needs to go at this time. We are a business, accountable to the public for graduates who are prepared to meet the workforce needs of society. While I believe in liberal arts and the well-rounded education that one receives, it appears that it is not what the society at large expects from college graduates at this time.</p>

Presidential Perks Story – Full-Time Faculty Survey Responses

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<p>Having watched both reports, reviewed Dr. Pollard’s contract, and read both her official response and the InsideMC post from Monday, December 5th, I feel it is appropriate to make the following comments. Dr. Pollard was able to negotiate a contract on extremely favorable terms for her employment at the College. While this is certainly fair and there is no issue with being appropriately compensated for what is a large and complex job, in future the Board may wish to consider whether it is appropriate to couch perks in such flexible language as to allow for wide interpretations of what is ‘reasonable’. While it is clear that Dr. Pollard has not breached her contract in a legal sense, it appears equally clear that she has not exercised the judgment one would wish in asking the College to pay for first-class upgrades, 5-star accommodations, a second car in addition to the one with security, and baggage overage fees for her household. The security seems reasonable, but two cars? Our student population is not affluent, our faculty members are (for the most part) not affluent, and the appearance of Dr. Pollard taking advantage of her position to enrich herself does not reflect well on the College, especially given our mission and the struggles of our students to pay for college in addition to their other expenses. While I know that all of this comes from a specific budget and that it is separate from the one directly providing student resources, the appearance of fiscal mismanagement or poor judgment can be damaging to us at the state level, and our students, who are already struggling, could suffer as a result. That is unacceptable.</p>	<p>It is an understatement to say that this has negatively impacted my morale. The contrast between personal extravagance and the economic struggles of our students, some of whom do not have enough to eat or who do not always have a roof over their heads, and some of whom work three jobs to attend college, is particularly upsetting. This is especially so in light of the time Dr. Pollard has recently spent urging fiscal responsibility and stewardship of resources. This also comes after faculty were recently told by a senior fiscal administrator that we have a ‘sense of entitlement’ over a small issue relating to pay information. To put it mildly, the sense of entitlement appears to reside at a higher level. I cannot stop thinking about the student stories I regularly hear and read. Our mission is to SERVE them; we are not here to enrich ourselves.</p>	

Presidential Perks Story – Full-Time Faculty Survey Responses

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<p>It is upsetting that in this economic climate, the president would not show self-restraint even if the contract allows such expenses. It really hints at the idea that she believes she is entitled to such luxuries even when spending money that has been raised by taxpayers. Isn't she supposed to be a good steward of taxpayers funds? What does it say that the president can spend exorbitantly and staff are limited by daily food allowances and such? It says that she believes she is above and more deserving than other staff members.</p>	<p>I am only dedicated to the students, and this hurts them as well. How can we teach professionalism and ethics when the person at the top does not role model good behaviors.</p>	<p>I am also distressed that the Bd agreed to a contract that allowed such expenses, and never carefully evaluated that expenses were submitted twice for things like the same meal. If the Board is not doing its jobs as a watch dog and balance of power, then who is watching over the president.</p>
<p>Just because it is allowed in the contract does not mean one should do it. In a time of budget cuts that impact academic programs, this kind of entitlement does not speak well of the president or the College.</p>		

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<p>I am highly disturbed by the recent investigative reports featured on NBC4. Previously I had heard rumors about the expenses of our current president; however, I was shocked to learn how extensive they are. It is understandable that MC’s president needs to be visible, but this does not include some of the transportation expenses and expenses for family members who accompany her. When added to the current salary of our president, the total runs over \$400,000. The salary for President of the United States is \$400,000. Certainly, our college president (who in the past has encouraged us to be frugal) is not serving as a role model for students, staff and faculty. The contrast with NOVA’s president, for a larger Community College system, indicates that our president has acted in an entitled manner. I applaud NBC4’s investigative team. Unfortunately, I believe that the Board of Trustees will not treat this information in an objective manner. The Board of Trustees needs to consider how they reacted to one of our previous president’s misuse of funds. Since I am also a tax payer in Montgomery County, I hope that our county executive will consider this issue in an objective manner. I am not optimistic that there will be any negative repercussions for our current president.</p>	<p>Currently I find that the morale of faculty members who have been here for ten or more years to be very low. I will continue to serve my students and hopefully give them quality courses; however, I am extremely discouraged by what I see as a violation of professional ethics, institutional trust and a misuse of college funds.</p>	<p>I hope that the union can take a strong leadership role regarding this situation.</p>
<p>It does seem to be in excess of what other community colleges are spending. The upgrades for travel are excessive and I think there should be a cap on the amount spent. Especially the hotel accommodations/fees.</p>	<p>It has not affected my morale. I am new to MC and meeting Dr. Pollard was a highlight of my orientation. I trust her vision.</p>	<p>There should be checks and balances to her spending. The use of a security guard is questionable however the information shared at MC lead me to believe she feared for her safety considering the political climate.</p>

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<p>I believe it is very unfortunate - that at a publicly funded institution of higher education, one where students have many financial challenges - that so many expenses for Dr. Pollard have been undisclosed until this investigative report. I have often wondered where the money has come from for all the purple signs and carpets, but two things particularly annoy me about this revelation - that MC is spending money so that Dr. Pollard's spouse can attend conferences with her - and that the board and Isaiah Leggett have not held her more accountable. While faculty and staff have had to endure hiring freezes and several years of no salary increases, it is deplorable that this level of spending has been occurring.</p>	<p>This kind of news is clearly demoralizing. I am tired of Dr. Pollard's empty rhetoric, but to have this occur with excessive spending, is egregious.</p>	<p>More oversight from, I would hope the board and the county council.</p>
<p>I support Dr. Pollard and her use of travel funds.1. Dr. Pollard is CEO by function at Montgomery College. Negotiated perks are common among CEO compensation packages. She has conducted herself in good faith, within the boundaries of her contract.2. Based on the results of Dr. Pollard's efforts and that of senior leadership, MC is able to secure resources from Montgomery County government, the state of Maryland and many private sources that far exceed the total amount of her travel expenses. She's well worth the expense.3. It is rather odd that students, who are the least sophisticated and the most emotional, were interviewed but not the referenced disgruntled staff.4. The travel perks built into Dr. Pollard's contract are fairly generic. Superior leadership has its perks.5. I have traveled with my spouse on business trips, sponsored by his organization. This is not unusual.The information contained in the reports have done their job in generating ratings for the news station. I am not impressed nor concerned about Dr. Pollard's travel expenses or perks. She deserves them and more. Although most of the noise is about travel perks, the security measures in place are absolutely necessary to keep her safe. America, even Montgomery County, is a dangerous place for public officials.</p>	<p>My morale is spirited and energized because I am taking this opportunity to publicly support the best CEO Montgomery College has had in the 25.5 years I have worked at the college. I know and have interacted with each Montgomery College president since 1990. Each is an effective leader to varying degrees. She is a superior leader. She's earned every perk and then some.</p>	<p>I would love to see this much attention and energy devoted to our least engaged and successful students. Let's focus on the work we have been given to do.</p>

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<p>Comments submitted by Dr. Denise Simmons Graves support Dr. Pollard and her use of travel funds.1. Dr. Pollard is CEO by function at Montgomery College. Negotiated perks are common among CEO compensation packages. She has conducted herself in good faith, within the boundaries of her contract.2. Based on the results of Dr. Pollard’s efforts and that of senior leadership, MC is able to secure resources from Montgomery County government, the state of Maryland and many private sources that far exceed the total amount of her travel expenses. She’s well worth the expense.3. It is rather odd that students, who are the least sophisticated and the most emotional, were interviewed but not the referenced disgruntled staff.4. The travel perks built into Dr. Pollard’s contract are fairly generic. Superior leadership has its perks.5. I have traveled with my spouse on business trips, sponsored by his organization. This is not unusual. The information contained in the reports have done their job in generating ratings for the news station. I am not impressed nor concerned about Dr. Pollard’s travel expenses or perks. She deserves them and more. Although most of the noise is about travel perks, the security measures in place are absolutely necessary to keep her safe. America, even Montgomery County, is a dangerous place for public officials.</p>	<p>My morale is spirited and energized because I am taking this opportunity to publicly support the best CEO Montgomery College has had in the 25.5 years I have worked at the college. I know and have interacted with each Montgomery College president since 1990. Each is an effective leader to varying degrees. She is a superior leader. She’s earned every perk and then some.</p>	<p>I would love to see this much attention and energy devoted to our least engaged and successful students. Let’s focus on the work we have been given to do.</p>

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<p>Both the BOT and Dr Pollard exhibited very poor judgment in entering into the contract that allowed the financial perks that the NBC-4 report revealed. In entering this contract both have also demonstrated very poor stewardship of taxpayer, county and state dollars over a period of limited resources and the repeated message: "Do more with less". The fact that Dr Pollard has pushed this contract to extreme advantage for herself just shows employees and students at MC that there is one set of rules for us, and another special set for Dr Pollard. It saddens me because I don't have any faith that the BOT or Dr Pollard will acknowledge their errors in judgment or any hope that the BOT will seek to revise the contract, or absent that, that Dr Pollard will change her behavior.</p>	<p>Her response was basically "they said I could do it, so I did". How can any of us respect that? It's not a response- it's a ridiculous defense.</p>	<p>There are so many issues with regards to Dr Pollard and how the college is administered that this is just a "tip of the iceberg" situation. This was something the BOT could have avoided; they knew better than to exercise poor financial judgment but they did it anyway. It's a complete and total embarrassment to the college, as well as a very public example of what we are dealing with here at MC.</p>
<p>I assume Dr Pollard works very hard promote the college. I object to the parts of the contract that provide travel expenses and a vehicle for her wife. The Board approved these and she is within the guidelines of her contract to these perks. They seem excessive but she is airing according to what is allowed by the contract.</p>	<p>My morale is not impacted by this report. I am envious of her having these perks but she is doing a job I would not or could not perform.</p>	<p>When I have submitted travel expenses for conferences I've attended the HR travel person has requested meticulous records. I even was pointed to cheaper airfare to keep my expenses as low as possible. I doubt if anyone is guiding Dr Pollard with her travel expenses as I have been.</p>
<p>I was quite surprised to see that the College pays \$3000 per month for Dr. Pollard's housing, pays her utilities, and also pays substantial leases on two cars. Do these items count as fully taxable earned income on her annual tax returns?</p> <p>Are other community college presidents similarly compensated?</p>	<p>It's depressing to think that that Dr. Pollard is staying at places like THE FOUR SEASONS while insisting that the College cannot afford to pay us our negotiated raises. And while also insisting that tuition costs must be raised.</p>	<p>As to Dr. Pollard's response: what else could she have written but what she wrote? Obviously she wasn't going to say: "You're right! Please give me less!"</p>

Presidential Perks Story – Full-Time Faculty Survey Responses

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<p>Wow... \$850/month is that how much people pay for the infinity q70? I'm not saying that some of these expenses aren't justified, but to the extent of advantage that is being taken is just saddening. Especially considering the fact that tuition rates at MC are increasing, not even remaining consistent. I would be very curious on how a trip with her significant other to Honolulu benefited the college. how does an 80+\$ room service breakfast benefit your education</p>		
<p>I understand the need for first class travel in order to work on long flights, and she negotiated taking her partner with her, but the armed car and driver seems excessive.</p>	<p>I feel more threatened teaching in an open classroom near a parking lot than I believe Dr. Pollard is. I can't think of any attack on a university or college president in recent history. They are pretty well insulated from the trenches where we teachers teach.</p>	<p>I am most concerned about the growth of the administration in the 11 years I have taught here. I would like facts and figures, salaries and reasons for growth.</p>
<p>It is disheartening to hear that once again a leader of our institution is abusing the purchasing powers afforded her by the College. And, further, that the Board is permitting lavish expenditures in support of the role of president of MC. Dr. Pollard's response seemed defensive, and some arguments were illogical. It is her job as figurehead to bring money in to the College. While the grants detailed were impressive, so were her excessive baggage fees, seat upgrades, her wife's travel, and her overall travel budget. That needs to stop now!</p>	<p>It has had an effect on my morale in that I am disappointed in the "status quo" that apparently has been in play since the "firing" of Brian Johnson. Nothing has changed in the Administrative branch of the College, with our Board, or with the "transparency" afforded the employees of the College. Looking forward, I can only hope that the Board and our illustrious leader are as generous with faculty and staff salaries when the next contracts are negotiated as they are with her perks!</p>	<p>I believe that the monthly housing allowance provided the president began back with Dr. Parilla. It was given to him in support of his two households -- one here in MD and one where his family resided out of state. That continued with Dr. Nunley (not sure why) and beyond. WHY are we paying for the president's primary residence when they are making a darned good salary? Why are we paying almost \$900/month for a car? Perhaps we can pay for gas -- even insurance if the car will be on College business from time to time -- but the CAR itself? That needs to stop. AND, if we are paying for a security driver, then the car should definitely go. There should be a cap on the p-card expenditures, NO travel upgrades, travel paid for partners/spouses, etc. MC's President should travel as the rest of the College travels -- ON A BUDGET. And, expenditures by the president should be made public to the College community on either a monthly or an annual basis -- without a student-led News4ITeam report required to obtain that.</p>

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<p>I feel this is an embarrassment as each year we have to go to the county and ask for money to support the great work we do here and the great reputation that we use to have. Now in the back of everyone's mind on every decision regarding budget will be this news report of upgrades and inappropriate spending. Dr. Pollard's response was terrible as if to justify spending because you get donations for the college. All past presidents got donations for the college the idea that you get donations so it is okay for you to spend more is ludicrous. We are freezing positions are short staff in critical student service areas, a major concern right now are the college assessment centers and the president is spending money that could be allocated to addressing those shortages.</p>	<p>Morale has been lowered, the president shows up and asks us to continue to do the great work we do, gives us numbers that show we need to improve, tell us we need to do so with faculty and staff shortages only to learn her and her wife are vacationing in Honolulu. We do this job for the students and we feel under prepared with our current resources and to learn that money is being spent so recklessly is disconcerting. The board bears a huge responsibility in this as well they signed off on this and appear to have supported this behavior and not checked any of the reckless spending. When compared to other institutions the spending seems extreme.</p>	<p>The president is so busy allocating money to new programs, that there is no money for the existing infrastructure that has worked at the college for years. The president does not come to the college and get input from the departments and try to learn issues and challenges at that level therefore her spending does not reflect or address those needs. She should come get input from the experts that are and have been running this institution for years. The security detail is over the top from the facts that were given she is the president of a community college not the United States. Even if the security detail were needed the security person does not need his own vehicle to drive the president in. Why would he not drive the vehicle that was purchased for the president why is there a need for two vehicles (Reckless Spending).</p>

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<p>These financial discoveries are deeply disappointing to me for two main reasons. 1. Hypocrisy. Is this the same president that has asked faculty and staff to sacrifice their time and efforts toward a Spending for Student Success committee? Is this the same leader of the current College administration that withheld my agreed-upon and hard-earned raise in salary for this academic year? It certainly appears like a double standard is being applied at this institution. Here’s another concrete example: Last year, I participated in a 3-day conference in Baltimore. I gave major presentations every day of the conference, in the morning each time. However, the College refused to pay for a hotel because it was too close. In the end, I invested my own money on a hotel room. However, if I had been the president of the college, who makes three and a half times my salary, the College would have paid (but only up to a certain point), plus provided luxury transportation. 2. Lack of contrition. In Dr. Pollard’s first response, there seemed to be a total lack of acceptance of responsibility. Basically, she said the report had gotten it all wrong (because of a lack of context) and that all her travel and efforts brought benefits to the college. The News 4 report did not criticize her travel per se, but rather the way she traveled. Dr. Pollard essentially ignored the entire issue. Then, a week later in the President’s Corner Monday memo, she said that she had learned significantly from this experience. Learned what?</p>		

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<p>Dr. Pollard should be a role model for the college and while she has implemented much needed change, excessive spending does not fit with the mission of the college. Additionally, the previous president was removed due to fiscal irresponsibility and the community is aware of this behavior. It is my feeling that Dr. Pollard should have been extremely careful with her expenses as she represents the college in a highly visible way. Dr. Pollard's response did not directly articulate the allegations of the investigation.</p>	<p>I am sad that Montgomery College is once again in the spot light for similar allegations. I feel that Dr. Pollard has taken advantage of the system. Faculty and staff must provide meticulous records when traveling. Seems like a double standard.</p>	<p>Montgomery College needs to have better oversight on expenses at the very top.</p>
<p>BOT should not have gone silent. If they support the President, they should have publically noted that vs Dr. Pollard speaking on their behalf about their support of her.</p> <p>Spousal benefits, even if this commonplace, does not sit well with this community.</p>	<p>Faculty are on the front lines with the community and the students. These students not only struggle financially-despite the grants and financial aid that is out there but with true life issues. Minimizing the amount of money by quoting a percentage of the budget being spent on one person does not resonate. If a student is scraping by on \$40,000 a year and .02% of that student's budget is being used for something that was extraneous-that is \$800 out of that student's pocket. That it's a month's worth of gas, or groceries, or books etc. So justifying the amount spent by the president by percentage as comparing it to the overall budget was ill-advised.</p>	<p>Upper management is top heavy and out of touch with what is happening on the front lines. Rather than having VP's and the president come to campus and sit and wait for faculty/students to "visit" them...the administration should, on a regular basis join the faculty on the front line and see and really observe the population of hard working students we serve on a DAILY basis</p>

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<p>I appreciate her response and the timeliness of the information to the MC community. My reaction to the report...What precipitated this; are all other college president's being reviewed in the same manner?</p> <p>Will they reimburse her "over \$20,000 to philanthropy' or that doesn't matter in the grand scheme of things?</p>	<p>The recent information has not impacted my morale</p>	<p>She has done an excellent job in helping MC to remain a great place for education. If we want her to expand our borders and share with other underserved school both nationally and internationally; OR share our innovative ideas, then she has travel to meet those objectives. Are all other schools doing the same amount of travel? Have they been threatened in the same manner as her-particularly because of some of her life choices and ethnicity? Was there not a larger initiative for higher education presidents and their safety?</p> <p>Hmmm!! makes you just wonder the real motive...</p>
<p>Much ado about nothing. Same as all CEOs, presidents, etc., probably including CEO of NBC4.</p>	<p>No Change.</p>	<p>This controversy is silly. If Board of Trustees agreed to contract that calls for President's expenses to be paid by College, then College should pay. Complain about BOT not about the President.</p>
<p>It does not sound overly excessive.</p>	<p>Negative impact</p>	<p>Bring to a close</p>
<p>I have already responded but I have also been wondering what the basis is for Dr. Pollard's bonuses. Does anyone else receive a bonus? It seems some of her perks are typically reserved for corporate CEOs.</p>		

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<p>I was surprised to learn about some of Dr. Pollard's expenses. Was she aware of the reasons why the previous President, Dr. Johnson had to resign?? What did she think about the many times that the county struggled to fund the college's budget? While I support Dr. Pollard as our President, appreciate her leadership and initiatives, I feel that she could have been more mindful of how she uses the resources available to her. I am aware of the important role Dr. Pollard plays in the educational sphere of the country and therefore is expected to incur in certain expenses, whether it is attending or organizing conferences or other high level meetings. However, I feel that several of the expenses that she incurred in were unnecessary. Furthermore, I consider some of those expenses exorbitant, given the state of the economy for the majority of the population in the country and in particular, the community that we serve. I don't think that paying for extra baggage, upgrades, transportation services, and even a driver are acceptable. By looking at the contract, I feel that there is language in the contract that puts the responsibility on the BOT to be the guarantors of how the college money is spent by the President, such as "The College shall pay or reimburse the REASONABLE travel and other business expenses incurred by Dr. Pollard"....."The Chair of the Board WILL APPOINT a SPECIAL AUDITOR to review the proposed expense reimbursement budget for Dr. Pollard BEFORE it is approved and to review Dr. Pollards expense reimbursement". Has the BOT taken any of those two steps to ensure equitable expenses? I believe there is room for checks and balances, but if that is not done, again, it may give way to abuse. If the BOT have not consistently done those two responsibilities, then the members of the BOT have not lived up to their responsibilities.</p>	<p>While I understand and appreciate what Dr. Pollards says about her accomplishment and contributions to the college and community, I believe that she should self-examine her actions and reimburse Montgomery College for the expenses. Knowing the state of the economy and the struggles by the majority of the population, she should be more economical when using the county's limited resources. Learning about her salary, bonuses, and perks makes me realize the sacrifices that the rest of us have to make to live and work in the county. And all of that comes from our much lower salaries.</p>	<p>The BOT should conduct a serious study of what benefits/incentives other Presidents of similar community college get that are reasonable. They should put in place a system that allows for judicious expenses before hand, so, we do not find ourselves in this situation again. In addition, the BOT should review the contract and take away the excessive incentives offered to the President and the wife of the President. The President needs to admit her mistake and reimburse the college for the excessive expenses in which she incurred. I believe that once this is done, the President could continue to focus on the work of the college and those she serves.</p>

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<p>I am somewhat surprised to learn that the Board of Trustees offered our president such a very, very generous contract in these difficult financial times. Each year, it seems, we have had to beg for a budget that permits us to effectively educate our students, and now I learn that our president is able to order expensive room service, upgrade seats to lush first-class airplane accommodations, and stay at expensive resort -- all the while we have been told we must beg county reps for funds to pay our bills. It seems fiscally irresponsible.</p>	<p>As Dr. Pollard mentioned, she does important and good work. Good point to mention! However, when she speaks at opening, college-wide meetings about fiscal responsibility, shouldn't she lead by example? Morale is very low among employees, and this kind of investigation just makes our atmosphere here a bit heavier and the gap between the daily classroom work that we all do -- and try to do well -- and the administration ever wider.</p>	
<p>I was surprised to learn this information.</p>	<p>It bothers me and I have to say that my morale has been a bit subdued by the situation.</p>	<p>I think the key question is how were "reasonable travel and business expenses" determined? Is it really reasonable for the college to pay for upgraded seating on a flight or extra bags? This is an unnecessary expense that should be paid for by the person requesting it.</p>

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<p>I do think that the Faculty Union should make some sort of statement in response to the NBC 4 reports about Dr. Pollard’s spending and Dr. Pollard’s response to these reports. My own thoughts on the situation are that I’m not at all bothered by the conference travel expenses incurred by Dr. Pollard; I do believe that travel does raise our profile and has helped raise the profile of and money for the College. I’m also not bothered by the security detail itself. It is my understanding that the threats made against Dr. Pollard are more serious than what was reported, and I agree that she is an obvious target for potential hate crimes, particularly since the election. I also agree that it’s fine for the college to provide a vehicle for travel. Overall, it is also clear that Dr. Pollard has acted within the limits of her contract for all the expenses. I’m not ok with The College paying for a spouse’s travel expenses. None of us get to do this. The college paying for first class upgrades, extra baggage, or local hotel stays. Our EAP forms are clear that the College pays for nothing beyond coach, and last year, a number of us attended a conference at the Wardman Park hotel and were told that it was a violation of P&P for us to have hotel rooms covered for any reason if we lived 50 miles or fewer from the venue. When I’ve had extra expenses as a conference organizer, the conference paid, not the College. The College paying for 3 different forms of transportation. There can be only one. The luxurious spending indicated by the receipts. The College paying for your breakfast is ok. Submitting receipts for \$600 in food for one day, not ok. The security detail being kept so secret for at least 6 months. A threat to Dr. Pollard’s safety is a threat to all of us who work in close physical proximity with her. The College should have been better informed. I was also disappointed with Dr. Pollard’s response. It showed a lack of self-reflection and a serious lack of empathy and awareness for the financial struggles of students, faculty, and staff. If she’d simply included one sentence While my spending has been within the bounds of my contract, in the interest of</p>	<p>The information and Dr. Pollard’s response, including her most recent Inside MC response, have negatively impacted my morale. I am embarrassed for the College, feel taken advantage of since I am careful with my own spending when traveling and often don’t submit full receipts, and angry that there is a clear, inappropriate double-standard in the way Dr. Pollard must follow P&P and the way the rest of us do. I think that the almost complete lack of public conversation about this situation is equally troubling. I thought several times before sharing articles on social media because I was worried about my own position, and I most definitely curtailed my comments on what I shared. I even considered sending this response to you through my personal account rather than my MC account. With department chairs in more temporary positions and loudmouths like me feeling intimidated about responding, it is clear that we really are living in a culture of fear I don’t think people don’t care or do accept; I think they are afraid to speak up.</p>	<p>Because her spending has been within the bounds of her contract, though I have serious questions about the term "reasonable" as stated in her contract, and because the BOT has stated that they fully support her spending, I believe that our focus should be on calling for BOT reform. What are their expenditures? They have a fiduciary responsibility to the organization that seems to not be met if they think this type of spending is justified. They have had the oversight of our current and former president, and clearly, have not done well enough. The contract calls for an audit of Dr. Pollard’s expenses - who is responsible for that? When was it last done? Has anything at all been adjusted given the news about upcoming budget cuts (to the tune of \$6million, I hear)? If it’s appropriate to reopen our negotiated contracts and adjust our raises because of the dire financial situation, then it is also appropriate to re-open Dr. Pollard’s and make adjustments for the same reason (though I see she has no re-opener clause for financial exigency, like we do. hmmm). I do feel that the BOT needs to be held accountable, now that this is the second time in 6 years that we’ve had this problem.</p>

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<p>being more fiscally aware in the face of impending budget shortfalls, I will commit myself to being more personally responsible with my spending, I'd have been ok. Instead, the response was angry, defiant, and lacking personal responsibility.</p>		
<p>I'm sure the board of directors did their due diligence in putting together an employment package to attract Dr. Pollard away from other great opportunities. If anyone should be held accountable, it should be the board of directors for approving the contract. None the less, I'm hopeful we are reaping benefits for our students far beyond the total amount of compensation for her in the form of grant funding, visibility, and other opportunities.</p>	<p>My morale is unaffected since I come from a for-profit education environment where the founder made 6.87 million salary in 2013. As faculty, I am in no position to judge our president. I have to trust that the money we pay her gives us far greater return in the long run. See http://banktalk.org/content/university-president-salaries</p>	<p>I would forget about judging the person and focus on judging the investment. If we gave Dr. Pollard a salary of 1 million, what is that salary buying us? What are we getting in return as an institution? What can the president claim they will contribute in exchange for the salary? Has the claim paid out in the time hired so far? All of these questions require critical thinking to process; which is a skill that seems to be in short supply with the news media. They could have done a better job with how they presented their data.</p>

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<p>I was extremely disappointed to hear of the excessive spending on first-class airfare, room service, and hotel stays not just for Dr. Pollard but also for her spouse. This is unethical behavior, and faculty and staff are upset that we are constantly being told to cut costs while this is going on. I also feel that hiring security detail is completely uncalled for.</p>	<p>It has definitely lowered the morale for me.</p>	<p>I think Dr. Pollard does a wonderful job fundraising and promoting the college. I also feel that she should pay back the funds that she used to upgrade to first class air fare for herself and her spouse. I also think the board should reconsider private security detail for the president.</p>
<p>My reaction was I one of disbelief. I could not fathom a person who so vehemently champions for the "under dogs", whether it be financial, academic, racial, or societal under dogs, was spending that kind of institutional money on redundant things (i.e.- a car allowance, a driver, AND expensive rides to different venues). I can see one of those things being an acceptable "perk" of a community college president, but all three? I can even justify first class travel for her, but the excuse that it was for her wife's knee issues is unacceptable. They should personally be paying for her wife's travel. And if the wife's travel is part of her package, then they should at least be paying for her upgrade. There are not many corporations that pay for spousal travel these days, so I'm not sure why a community college is agreeing to such. I was denied my \$35 gym reimbursement for 3 months because it "was submitted on the day it was due, too late". I have resubmitted for the last 3 months, on time with all the forms, and was emailed that I was approved. This was over 6 weeks ago and still have not received the check. This is all offered in the name of "wellness" for the staff and faculty, yet it is nothing but painful to try to deal with it. But Dr Pollard's wife gets first class accommodations for travel, and she's not employed by the college.</p>	<p>I love my job! This report and follow-up left a bad taste in my mouth. First of all, it is embarrassing to say I work for MC when people have asked if the news reports are true. Secondly, it's a bit devaluing to know that we have had educational programs cut/denied for lack of funding. So, right now, morale is a bit lacking.</p>	<p>I'm not sure this is a solution, but I think an explanation by both Dr Pollard and the board is not only expected but the right thing to do. And , I don't mean a justification or a denial of any wrongdoing. There would not be this big of an uproar if MANY people weren't concerned.</p>

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<p>First, I will stand alongside Dr. Pollard if any objections to any of this seem to be motivated by bigotry. I won't be on the same side as homophobes and racists. That means I might have to defend the armed driver if the conversation turns sketchy. I think it's really symbolically important, especially now, to have an openly gay woman of color leading this institution. But that said, I'm riding the bus today (instead of my bike - it's raining) because I can't afford to have a car and live where I want to in this area. Meanwhile, she has three college-paid means of private transportation at her disposal? I don't care if it's in her contract, that's just selfish and out of touch. When she got the armed driver, she should have given up either the exorbitant taxi (limo?) service or the leased car. I also thought the attempt to "get out in front" of the news via Steve Cain's email about threats and the armed driver was disingenuous at best, and hypocritical at worst. It smacked of "playing a card" to exonerate the reckless spending. That hurts MC's LGBT and minority communities. Finally, the lack of any contrition whatsoever in her repeated emails about it since is disturbing. It seems to have involved a lot of excuse making and re-direction. In addition, I am angry that this issue was lumped in with the college's unconscionable decision to cancel our child care programs. They were "losing money" rather than being considered an investment in our employees' and students' wellbeing. Only 20 students used the service... because they had no idea it existed. There was never a campaign to publicize it. Instead, we got to hear about our new mascot and logo - which cost how much?</p>	<p>It just reinforced to me that there is a huge and widening disconnect between our administration and our faculty and staff. I expected this to get worse when our governance was stripped from us, and it has. Under Nunley, I used to feel that working at MC was special not just because of our students but because of our leadership. More and more, I feel that my relationship with the administration has to be relegated to "just a job" status so I don't get too upset. I never expected to become one of those "just give me my students, a classroom, and a whiteboard and leave me alone about the rest" professors. But I feel it coming, soon, to protect myself emotionally.</p>	<p>The board needs to be asked, explicitly, how on earth they felt that their reaction to the Johnson fiasco was reasonable. Rather than ensuring that things like that couldn't happen again - because they're wrong - they built them into the president's contract! This is either really, really stupid or a giant "screw you" to MC employees and taxpayers. Either seems plausible to me at this point.</p>

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<p>I have many concerns. One of the most understated has to do with the rental of the Marriott for space for this year's Professional Week activities. Myself and so many of my colleagues were put off by that extravagant expense, even prior to the knowledge that she charged the school to stay there. Many conversations were had at that time questioning whether Dr. Pollard was using the rental space to create the illusion of a larger event, presenting more like a conference which it was not. It truly was Professional Week.</p>	<p>I had filed a complaint two years ago about LGBT harassment at the Professor level. Nothing was done and in addition, no action or language came from the President to aid in a feeling of our safety. The MC lawyer had agreed to arrange for an LGBT school-wide training that myself and another colleague would aid in the trainer choices. The school did not hold up their end of the bargain and got away with totally bailing on their word. To think that Dr. Pollard is concerned for her own safety but not that of the faculty is very demoralizing.</p>	<p>I would like accountability and transparency. I would also like to see that MC give raises with title promotions like every other teaching job in America, possibly the world.</p>
<p>We charge our students ten cents per page for on-campus printing. And faculty is encouraged to place handouts on Bb for purported austerity reasons. Yet first-class airfares are necessary because of the partner's knee-replacement surgery. Something is rotten in the state of Denmark...</p>		<p>The County Executive and the Governor have to be pressured to look at the contract of the president--AAUP could be very helpful here!!</p>
<p>Dr. Pollard has shown that her primary motivation is greed. Who needs her? Does her response show that she is sorry, regrets her actions or any other indication that this will not continue? No.</p>		<p>I think the next contract with the next president should very carefully curtail the chance of this happening again.</p>

Presidential Perks Story – Full-Time Faculty Survey Responses

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<p>Honestly, the fact that Dr. Pollard travels on the college’s behalf is positive. She is bringing awareness, MOUs, partnerships, and money to the institution. All great and needed pieces of a modern academic president. She should keep doing these things. If she negotiated the perks of housing, car, and spouse travel support, then it is above reproach. What is disturbing is the specific line items--such as type of accommodations, upscale dining, etc. These need to be tempered. Furthermore, when faculty or lower level administrators travel on behalf of the college, there should be less paperwork and nit picking that bog down our ability to bring recognition and money to the college. We are not encouraged to pursue opportunities that can positively impact the college--often because of initial travel costs or mountains of paperwork. In light of the President’s action, we should be given additional means and freedoms to be able to bring recognition to the college.</p>	<p>This is not a large impact on my personal morale. However, I am constantly overwhelmed by the paperwork and processes to be reimbursed for school related expenses, inability to travel to multiple conferences, and red tape when pursuing grants. If the board is prioritizing college viability and grant money, why is it also so challenging to get support to bring those to MC? Furthermore, Dr. Pollard should be advocating for faculty to have opportunities and engaging with the union to do so rather than treating them as a nuisance.</p>	<p>Solutions: Bring additional opportunities for faculty and lower level administrators to travel o the college’s behalf, pursue grant money and partnerships that will benefit the institution. Instead of punishing the President for spending, bring resources to all of us. If she can bring 75 million in grant monies, how much more can an entire faculty bring, if well supported and given the appropriate resources? Cut down on paperwork and layers of administrivia to bring great things to MC. Less barriers for all.</p>
<p>I was deeply disappointed by the article but I thought Dr. Pollard’s response was adequate.</p>	<p>My morale was impacted as an adjunct because the pay at MC pales in comparison to some other colleges in the area.</p>	<p>Adjuncts deserve a raise given that the college is flush with funds for Travel alone.</p>

Presidential Perks Story – Full-Time Faculty Survey Responses

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<p>To have another Montgomery College President in the news for excessive spending highlights two unresolved problems at the college. The first is a Board composed of non-educators who are disconnected from faculty and do not understand that perks associated with a corporate executive are not appropriate for a college president. At least four members of the Board served Dr. Johnson as well. The comparison with the NOVA president highlights that there are problems in both the contract and the oversight. However, that having been said there is an ethical issue here as well. I have no problem with Dr. Pollard wanting a driver and greater security, however when this was put into place she should have told the college not to pay for her personal vehicle. Her response both publicly and in the recent President’s corner reflect a tone deafness on this issue. Raising money and championing access in public do not address the question of spending - she is well paid and should be able to afford to upgrade her own tickets and pay for family to travel and not charge the college. It is hard to be credible as an institution that champions high need students with excessive perks and benefits for the college president - it makes the job of getting scholarship funding from donors more difficult when the public repeatedly sees over-the-top spending reported about the college every few years. Dr. Pollard has not really addressed her role here - just because the Board does not understand what is reasonable and appropriate does not absolve her. She should have indicated something more than a willingness to think about this - but asked that her contract be reviewed and some of these perks be reduced. It is disappointing that the good work of the college is tarnished with this perception of repeated imperial presidencies. Being sensitive to public perceptions about spending is not justifiable by saying people have an antiquated understanding of community colleges.</p>	<p>With an expanding administration and dilution of the full time faculty voice in decision making, morale is not good. Focusing on our students helps but rumors of budget difficulties next year that could potentially result in the loss of salary increases negotiated in good faith is disheartening. We are in another hiring freeze for new faculty. Consultants are hired to help with administrative searches and there is a general lack of accountability at the institution that undermines the positive changes to improve the education offered by the college. I know Dr. Pollard’s job is to be outward focused - both she and the Board need to do some repair work with faculty and staff. They both need to take responsibility for the disconnect between talking about access but endorsing spending habits that are more appropriate for the wealthy elite.</p>	<p>If Dr. Pollard and the Board were smart they would see this as an opportunity to strengthen the relationship with faculty and staff at the college. It is possible to acknowledge the positive things Dr. Pollard has done but at the same time address the inadvertent message the Board has sent about presidential spending to two consecutive presidents. I feel sorry for the students who were interviewed in the original report - their names were shared and I hope there will be no reprisals for them. I also want to comment about the PR folks who have Dr. Pollard at the center of their work. It is difficult to get help to film an exciting lecture, student event, etc. - too much attention is given to Dr. Pollard rather than our work with students. Students attend Montgomery College because of the opportunities we offer them - that is what should be highlighted, not who our college president is.</p>

Presidential Perks Story – Full-Time Faculty Survey Responses

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<p>I thought Dr Pollards response to the community both tone deaf and defiant. She clearly is interested in making this place run like a business of which she reaps the perks- unfortunately there is little emphasis on quality of liberal arts and science education. Her choices of where to place emphasis seem wholly un-academic and that seems to be the direction the board wants to go. It's as if they all read the same cheezy Trump biography or Lee Iacoca business book. I know this from hearing the language that the administration uses.</p>	<p>I feel disgusted and I feel worried for my future teaching in a place that supports such unnecessary things while many part time faculty are on food stamps. "</p>	<p>Security" concerns aside, I do not feel her wife needs to travel with her PERIOD. If she can only fly first class, she can't come. Also, the president makes plenty of money to afford for a) all the meals she chooses to deliver to her hotel room b) her multitudinous extra baggage c) her driver or her taxi rides to WAMU studios d) and certainly her housing I pour everything i have into this school and travel by bus, walking and metro 1. 2 hours each way to get there. I am grateful for the opportunity to teach a varied and vibrant community and for the other faculty. I do not like the way the administration is treating this woman like she is the CEO of Goldman Sachs or president of a small country. This isn't even Princeton. I DONT CARE ABOUT VISIBILITY OF THE SCHOOL. NO ONE DOES. this is a COMMUNITY college. A college for the community.</p>

Presidential Perks Story – Full-Time Faculty Survey Responses

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	<p>As a faculty member at MC, I do not have an armed security guard to escort me to and from my workplace, or to protect me in my classroom, my office, or the hallways. I am completely vulnerable to students I have to fail or give grades. I am completely vulnerable to students with mental health issues, students abusing drugs and alcohol, students who can post whatever they want about me on their blogs, Rate My Professor, etc. Dr. Pollard is a valued asset to the college and the Board feels that she should be protected from harm. What about the rest of us, in the trenches, with no security guard at our side or at the entrance to our building, the rest of us who are unprotected and vulnerable throughout our workday at MC. Are we and our contributions less valued? Less worthy of protection? News stories about campus killing sprees are about the murder of students, faculty, and staff, rather than the killing of college presidents. I draw no comfort in the thought that, in a crisis, Dr. Pollard will have an armed guard to defend her, whereas I will have only myself to protect my students and my classroom.</p>	
<p>Much to do about nothing.....we should get on with the business of serving our students.</p>	<p>Dr. Pollard's explanation is sufficient. This has not impacted my morale in the least. I support our president. And it is my hope that she remains steadfast and resolved to lead our institution during these most challenging times.</p>	

Presidential Perks Story – Full-Time Faculty Survey Responses

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<p>It may be that Dr. Pollard's contract entitles her to use college money to fund her and her partner's lifestyle, but the fact of the matter is that she, as a leader of this college community, should not be taking advantage of her position. It's a question of morality, and she appears to be very greedy. Her response was weak. Even if she was within her rights, as per her contract, to spend money recklessly, she showed no compassion or understanding for the college community's concern.</p>	<p>It makes me sad and sick at heart to think that Dr. Pollard has turned out to be just like the person she replaced.</p>	<p>The college president is an executive, but she is an executive of a particularly special type of nonprofit. Attracting top talent to the college is important, but the college's leaders should be of strong moral character and conscience. Our leaders should NOT: 1. necessarily be a minority or woman (I am a minority woman, by the way). 2. be greedy. 3. be unresponsive and uncaring. I believe it is time to clean out the board, install some new blood, and find the kind of president that MC students and faculty deserve.</p>

Presidential Perks Story – Full-Time Faculty Survey Responses

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	<p>Dear Dr. Pollard, My students sit on hard desks all day. Those bulky, heavy desks are reminders of a bygone era, but there's nothing nostalgic about them. They are unwieldy and when I ask my students to get into groups in an effort to make my classes more interactive, the students have to drag those desks into formation. I have taught in other institutions before and, while the formula for the perfect desk is yet to be discovered, my current classrooms make me feel that I have moved back in time, not forward. When I first started teaching here, I used to wonder why those old desks had not all been already replaced by the lighter, mobile desks. Then I told myself: This is a community college. The money is being used to ensure that there are students in the classroom, even if the equipment is outdated. I told myself that perhaps the College is probably making the choice to fund students' tuition over buying new desks. And then I saw the news. As a faculty member who actively goes to conferences and avails PD opportunities, I fully support your desire to do the same. But I wonder, how many more students could have received financial aid and how many more classes could have been equipped with 21st-century furniture and technology with the money that was spent by your office. I wonder how many more students could have received financial support from that pool of money. Your everyday choices impact the population that you serve, every single day. Please be guided by your sense of duty in your everyday actions, not by privilege. Regards, A faculty member</p>	

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<p>This feels like a bit of a stretch considering Montgomery College’s previous president was also spending very large sums of the college’s money. At least Dr. Pollard is not intimidating her employees. While I agree that Dr. Pollard has done quite a bit for the College, and certainly has helped us gain more funds towards aid for students and faculty and staff pay, she also seems to be abusing her position for her own financial gain. There are quite a few examples, such as her large bill spent on a hotel in Washington DC, multiple vehicles, and rental cars. Why would she have to stay in a local hotel when she lives in the area? If she wants more than one car, she can easily afford to purchase one out of her generous salary. Why should the College use money which could be better spent assisting students on the President’s multiple vehicles and driver? Granted, she may be flying to various places to publicize Montgomery College and raise interest in the College and its excellent reputation, but is it really necessary for her to have top grade seats in order to use a laptop on the plane? Again, this type of expense should come out of her pocket, not out of the College’s budget. One may wonder whether, in fact President Pollard is truthfully, traveling so much to publicize Montgomery College or herself.</p>	<p>This information has made me angry. Next time I hear that there is a hiring freeze and therefore academic departments will need to operate with a reduced staff, I will wonder how much money that could be used towards hiring more faculty and staff, is actually being used to support Dr. Pollard’s cushy lifestyle. We are a community college, which means that our priority should be doing the best we can for our students. Many of our students come from low income families; some are first-generation in college; and quite a few have various types of disabilities which require accommodations. In addition, our international population includes political asylees and refugees. The point I’m trying to make here is that we do not have a wealthy student body, and I don’t feel we are doing enough for our students by freezing positions at the college (except, interestingly, Vice Presidential positions), and doing away with the paper catalog under the assumption that every single student has easy access to either a computer, a laptop, or smart phone—all in the name of saving money. Saving money should actually start with cutting perks for the President and other high-level administrators.</p>	<p>For quite some time I have seen the creation of one Vice Presidential position at the college after another. Ironically, this increase in high-level positions is not equaled by the number of people who actually work directly with our students. Montgomery College needs to start acting like a community college, not a big corporation. We are not making widgets; the purpose of this College is to serve the community and give our students the best education we can offer them at reasonable cost.</p>

Presidential Perks Story – Full-Time Faculty Survey Responses

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<p>As a faculty member, I've been shocked at how antagonistic and bureaucratic administration is at Montgomery College. Data and spending numbers are kept from faculty, and when one asks, he/she is introduced to a process that is intentionally obfuscating and difficult. I've noticed an attitude of superiority and disrespect toward "expert" (Ph.D) faculty members here at MC. Ultimately, Pollard's abuse of tax payer dollars was not a surprise, and her 'defense' shows her true character. She is not apologetic in the slightest sense of the word, and I wouldn't doubt that she will squander more (not less) of MC's and tax payers' money next semester just to prove an egotistic point. According to Pollard's email 'defense', she is completely entitled to spend freely if it benefits her and her spouse. Shameful behavior from a self-absorbed president and an irresponsible college board. Further damaging Pollard's reputation is her use of openly divisive rhetoric in order to push an agenda based on college profits, not completion (as she would like the public to believe). She has frequently used race as a means to win over a specific racial demographic of staff and faculty. I surely am not the only one noticing this. Many discussions about her divisive and race-focused rhetorical have taken place on and off campus. She has openly articulated her support for a liberal political view, which is not only unacceptable but also dangerous. Faculty and staff must remain politically objective in order to be effective. In no way should any faculty or staff member be permitted to convey a political affiliation. Pollard needs to spend some time in developmental math classrooms getting to know our students rather in five-star hotels all of the country.</p>	<p>I've heard that MC used to be an institution that had a reputation of academic rigor and expert faculty. Faculty who have been here for twenty to thirty years have told me that the new administration at MC have intentionally changed MC's reputation in order to receive more government and state funding and thereby receive wider student enrollment. The public has noticed. When I ask community members about their impressions of MC, I usually receive an "It's OK" response. After Pollard's shameful public behavior, I now will no longer mention the fact that I work at this institution. I am embarrassed by our president, the board's support of the president, and the divisive rhetoric that this institution has used to create barriers between faculty, staff, and administration. Why are so many faculty and staff members telling me MC is heading in a bad direction?</p>	<p>Let us set an example: Pollard should admit that she abused her position of power and squandered hard working tax payers' money. This should be done in a public setting and should be aired on MCTV and other local news stations. In addition, if MC's board supports such irresponsible behavior, they too need to speak up about their decisions and support of such irresponsible behavior. -At the very least, all of Pollard's future spending should be documented and displayed online for everyone to see for the next five years (if she is not removed from MC). Faculty, staff, and the public should be able to monitor any and all spending by Pollard. She has not only squandered hard tax payer dollars, but she has permanently damaged the institution's image with the public and the students. Students are not only angered by her irresponsible behavior, but they are also hurt. Their institution is no longer respected in the public's eye. No amount of apologizing or financial restitution can fix the institution's damaged public reputation. Let's get a real leader in the president's position, one who respects the community, the public, the tax payer, the faculty, and most important, the students. Let's get a leader who cares about all students, regardless of race, gender, or culture. Let's get a leader who believes that MC students can handle the rigors of the academy.</p>

Presidential Perks Story – Full-Time Faculty Survey Responses

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<p>The board approved Dr. Pollard's expenses. All of the expenses!!! Who is to blame???</p>	<p>You cannot blame Dr. Pollard when the board approved her expenses from the beginning to include a private driver! Who is at fault here?</p>	<p>My concern as well as students and faculty are that seeing other colleges and their expenses, no wife or companion husband/wife should expect to receive a stipend for expenses along with the President. This is way out of line, however, the board did approve this, who is at fault here?</p>
<p>I am extremely disappointed by Dr. Pollard's excessive and lavish spending. She should be setting an example for all of us. We work for an institution that has a high percentage of low-income students. How can this spending be justified? The housing allowance on top of a generous salary, the room service charges, the travel for her spouse, the extra luggage fees - it's completely unjustifiable. I feel disgusted and embarrassed, especially because this is the second time this has happened at MC.</p>	<p>I recently submitted a request for EAP funds and had to go through several hurdles to get approval to get funds to go to a conference where I am presenting. I feel like we are nicked and dined while the president is spending huge amounts of money on herself and her family. I have spent my own money to buy food for my low-income students, and I earn a very modest salary! It's extremely difficult to live in Montgomery County on our salaries because of the high cost of living... The hypocrisy of our president is galling.</p>	<p>We need a new president who will set an example for all of us.</p>

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<p>Having witnessed how the president manipulated the board to approve the Achieving the Dream project, sidestepping the governance system, misrepresenting the faculty, we certainly have lost faith in her leadership, as well as the usefulness and validity of the governance system and are less willing to volunteer. Having heard her speak of the governance system as her PR tool also sent a warning that she just wanted to use the system to make her look good. Her excessive spending is just another warning sign that this president has multiple issues that do not serve the best interest of the college. Many of the perks that serve duplicate functions do not make sense and need to be done away with. If the president wants to have a driver with a gun she could pay for that using her salary. It is an honor and privilege to be a College President and if the president cannot be trusted to behave with integrity, good conscience, and professional judgement, then the Board and the faculty need to act and vote of no confidence.</p>	<p>Certainly this has had a huge negative impact on my morale as a faculty member.</p>	<p>The major question is: What is the Board of Trustees doing to protect the interest of the college? What is the background of the board members, and are there any ulterior motives for them to be on the board so much so that they avoid antagonizing the president even if at the risk of compromising the interests of our college? That might be an insightful news story that the public would like to know.</p>
<p>The reporting was incomplete. Context is important. Often people lack financial literacy and/or quantitative reasoning. It is unfortunate that the president was targeted when the spending is nominal. The reporters could make it right. To date, the reporters have not and likely won't provide facts and context about the other 16 community college presidents (i.e., salaries and other compensation).</p>	<p>This is my community college. This is our community college. Critical thinkers do not appreciate biased reporting. Biased reporting is unnecessary and dangerous. It targets people unfairly. In the words of Michelle Obama, "When they go low, we go high." I support Dr. Pollard. I support her leadership. I support her spending. I support the BOT and I support her negotiated contract! If it is revealed that my colleagues fail to think critically after the responses are collated, my morale will be at an all-time low.</p>	<p>Let's applaud the Montgomery College Board of Trustees for negotiating a contract that appears to be free of gender bias, racial bias, and LGBTQ bias. According to the American Association of Community Colleges (2015), 67% of the nation's community college presidents receive a car or car allowance. 31% receive a house or housing allowance. Travel at home and abroad is required for institutional success. Dr. Pollard must build and maintain partnerships, as well as target public and private investors/investments. Unfortunately, it appears that too few people understand the numbers associated with her travel expenses. One could argue that the reporting was incomplete. However, let's think critically. Her travel expenses are nominal in comparison to the multi-millions that she has secured for students at Montgomery College. Whether by car, by train, or by airplane, Dr. Pollard must travel. Let's applaud her brilliance, efforts, courage, and vision.</p>

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<p>I think you have been a great role model to our students, being female, African American, and being raised by a single mother, struggling to go to college and finally becoming a College President. I liked your "one college" policy and many other new ideas you brought with you. And I understand the fact that you have to travel to all these conferences as part of being a college President!BUT after hearing the news, I am truly disappointed in you Dr. Pollard. 6K to upgrade a seat because you needed to use your lap-top, or wife had a knee surgery (how about she does not join you and stay home), \$3,700 for extra luggage?? You had 5 extra bags?? You stayed in Four Seasons??? I am sure you had other affordable hotels you could have stayed! When I attend a conference, I think twice before I submit my \$8 lunch receipt. I think to myself the college already paid for my air fare and my expensive conference fee. I should be thankful and at least pay for my own lunch.</p>		<p>I am hoping Dr. Pollard will continue her trips that benefit our college, but hopefully be more careful about her spending. He wife should not be compensated. If she likes to join her, she needs to pay for her expenses, similar to the policy NOVA has.</p>
<p>Dr. Pollard advocates for the poor which is admirable but gives the appearance of enjoying the perks of the rich. Even if the iteam report is malicious journalism, it does appear she is not living in a style which would set a good example. A humble style is always best in a leader. I believe there is potential for MC to have a president who could really make a difference but that president can't claim to be with the people but live in an apparently privileged way.</p>		
<p>You Stop a Bully the First Time They Hit You Pollard's a BullyAs my grandfather used to say, it's one thing to shit on me, don't put it under my nose for me to smell it.Pollard and the Board think this is funny b/c they know we will do nothing. We never do.I was disgusted by Pollard's abuse of power; but, not surprised given how she has "led" this College. Further, I found her response to be "non - responsive," "overly - defensive," and dismissive of the seriousness of the allegations. Further, her apologia in Inside MC, for the stress she has caused the college community,</p>	<p>Morale Left When She Assumed Office My morale, given this, is low. I was already fed up w/the administration's attitude towards the "real" workers and now I think a new president and a new Board need to be in place. I do not feel like attending a Pollard pow - wow where she will attempt to "dazzle" those in attendance and allege she is being profiled based on protected categories. She, along w/the Board, have lost the VERY little credibility they had.</p>	<p>Peaceful, but MEANINGFUL Change, I'm Talking About a Revolution"Don't be tempted by the shiny appleDon't you eat of a bitter fruitHunger only for a taste of justiceHunger only for a world of truth'Cause all that you have is your soul" Tracy ChapmanIf we don't fight this, the soul of the College is damned.If Leggett and the Board think this is okay, we need to ask I - Team, News Channel 4 to look at THEIR contracts.I expect that the union will ask Leggett to investigate AND we will have an outside investigator review the charges (as Leggett is not</p>

Presidential Perks Story – Full-Time Faculty Survey Responses

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<p>was insufficient and outright laughable. Under her divisive leadership, enrollment is down and morale is non-existent. She has created an administrative culture where anyone chair level or above serves up, not down. She should apologize for creating a culture of fear. As to her unbelievable contractual perks, she should apologize for the embarrassment she has publicly brought to the College. I doubt, however, that her narcissism will allow her to do so. (Note to Pollard: if you feel threatened, there is a number to call: 911. Figure it out. The police have an investigative unit, I'm sure they can look into any threats you may receive.) She has used this College to benefit herself while managing to destroy what was once the best community college in the country (we now rank below UDC. U.D.C.) Her assertion that her job is to raise the profile of the College blatantly ignores the fact that what she has actually attempted to do is raise her own profile, in hopes, I'm sure, of using MC as a stepping stone to bigger things. Morale at the College has been low since shortly after her arrival. She has managed to divide departments, decrease enrollment, and raise "her" value at the expense of the employees who will be here long after she has gone. Further, given how hard many of us work, it is unacceptable for her to have the contractual benefits listed in the report. I hold the Board, who are in thrall to her, responsible for this travesty. As one of our Takoma Park staff colleagues posted in response to the report: we have been furloughed and denied part time help for our stretched thin staff because there has, supposedly, not been enough money to support part time help. All increases in pay have been reduced or suspended and a hiring freeze has been implemented due to lack of funds. The President before our current one was asked to resign because of abuse of position also concerning money, well maybe this is just another case of the same. I also find this outrageous and believe a full investigation is in order. Of course, I have little hope this will happen. The Board clearly feels that she is a boon to the College. Further, any attempt</p>		<p>to be trusted.) I also expect the Board to be reined in at some point. They are clearly more interested in "being" important than in doing important things for the College community. To be frank, I would actually like to see them removed and replaced. I think it would be a good idea as well to ask students to complete a survey. As noted above, given that Pollard spent \$ 292 on a 15-minute trip to a radio show to discuss college affordability, they should also be heard. See: http://eagnews.org/college-prez-spends-292-on-15-mile-car-service-to-radio-interview-about-college-affordability/ I am VERY concerned that if we do not act, NOW, as a community, Pollard and the board will be uncontrollable. The iron is hot. It's time for us to strike (figuratively speaking.) Finally, if the Union fails to take action, do not ask faculty to support any new initiatives. If we don't fight now, don't expect faculty to be on the front lines later.</p>

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<p>on our part to question them is always shot down. It is time for us to take a stand and take back this college. It is time for the faculty to make it clear that the Board and Pollard ARE answerable to a larger community of people: the employees/faculty/students of the College AND tax payers. I fall into three of those categories and I DEMAND that meaningful action take place. The argument, by some at the College, that the previous president's transgressions were worse than hers, is a false comparison. Those who assert it also tend to be sycophants how are afraid of Pollard power and kiss up in order to avoid being punished by her. Where is our contract allowing immediate family members to travel on the College's dime? Heck, we can barely get OUR travel refunded. What does her wife do? Is she a note-taker? A speechwriter? Does she transcribe? What, exactly, is HER job description? Pollard needs to tell us why her wife is essential personnel for travel purposes. What essential duties does she perform? Further, if she has a leased car, why are we also paying for an armed guard/driver? How does she justify \$ 292 for a 15 mile ride to discuss College affordability? I submit to you that if she had a number of her contractual perks taken away, maybe there would be more money for the students. Oh, and btw, I would LOVE a housing allowance. Seriously? Do the math. She can pocket her ENTIRE salary b/c we, TAXPAYERS, pay for everything else. After taxes, she should have, at this point, almost a million dollars in the bank. I love what I do. I love this college. I love the students and my colleagues. What I do not like is the way Pollard has used administrators to do her dirty work while she, and her wife, are jet - setting on the College's dime. The relationships she has broken will never be mended.</p>		

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<p>I'm appalled at these reports. There are faculty and staff at MC who haven't received bonuses of any kind for how long, yet Dr. Pollard is allowed to not only have such a large salary, but what seems to be an infinite amount of perks, too? Something is definitely rotten in Denmark. Further, Dr. Pollard's response to the college community is aloof. She seems to have no understanding of how her spending affects the morale of her college community.</p>	<p>No, it definitely has impacted my morale. They fired Dr. Johnson, without even giving him enough time to prove himself, over items pettier than this. He is the one who raised the money for the new science building. Only God knows what else the man raised because he was a people-person. He would even walk about campus and meet with students. However, Dr. Pollard has been more reserved. Rarely can you find her walking on the college campus. Now to see that she can't even drive herself in the very expensive car that she drives says a lot to me. There are those of us who have worked our entire lives on the behalf of students. We get paid pennies in our salary to what she makes. We have to grade papers on our own time. We meet with students on our own time. We participate in college events. We want to improve the community, but there are no "perks" for doing so. We do so because we want to see our students succeed. However, to have a 'leader' who readily lets everyone know that MC is her college, yet shows obvious disdain for certain aspects of her leadership is not acceptable.</p>	<p>Solution: Montgomery College does not need poor publicity. We used to be the number 1 community college in the U.S. Where do we sit now? I think that an investigation really needs to be conducted to see whether the college is really doing better under Dr. Pollard's leadership or are they just afraid to release her as president, thinking that someone will say discrimination charges of some sort. If the previous president was fired for much less, then why are we tolerating what Dr. Pollard is doing? We do not need our students to think that the college's president is really about herself and her own game-plan. However, after watching these videos and reading her response, I think it is obvious to anyone whose side Dr. Pollard is really on-- and that is the side of Dr. Pollard.</p>

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<p>The staffers who blew the whistle on these practices need to be thanked and protected from any possible backlash or retaliation. Sunlight is the best disinfectant, and these staffers demonstrated the courage of their convictions in speaking up and documenting their concerns. The Board is as much to blame in this situation as the President. The Board did not communicate its intention to the faculty and staff to corporatize the College and to hire a President who agreed with that shift in direction. The Board owes the College community an apology and an explanation. The President owes the College community an apology and an explanation. In addition, both Board and President need to mend fences. And by that I mean they need to assess publicly the difference between corporatizing the College for their own political and economic self-interests and serving our students. A corporatized College is led by a Board that hires a CEO with barely veiled disdain for the little people who do the yeoman’s labor of instruction, counseling, staffing, and maintenance. A CEO wastes money on building layer upon layer of redundant administrators and ignoring the practical needs of College faculty and staff. A CEO wastes precious resources and then turns a blind eye to the reactions of the faculty and staff. That same CEO turns a blind eye to our students, who really don’t need more marketing or brand loyalty or slick programs and gimmicks or more debt. A community college board, one with a clear understanding and respect for 1) the historical mission of community colleges in the US; 2) the local and regional community; and 3) the deficits of the local and regional high-school systems selects a president who is a teacher and a scholar. This sort of president would work to remove administrative layers that serve no real purpose in the education of our students and the support of our faculty and staff. This sort of president would have a lot more empathy for those of us doing the yeoman’s labor; this sort of president would understand how much we would welcome the onerous task of having to balance a laptop in second-</p>	<p>There is so much existing inequity and documented lack of ethics at MC. These matters never get addressed. And one of the most unbearable situations is the repeated positioning of unqualified, incompetent people without academic credentials, management skills, or a proven history of leadership in their academic discipline being given promotions. The faculty, both full- and part-time deserve good and knowledgeable leadership [REDACTED] [REDACTED] --these are awful people who drag the institution down to their level.</p>	

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<p>class. This sort of president would be receptive to the concerns of the faculty, and not simply the concern of a few hand-picked lap dogs. This sort of president, would have a clear understanding of how few skills and how little knowledge our students have; how these skills and knowledge continue to erode with every new incoming class, and how onerous the task of being a full-time student and working a 30- or 40-hour week. Our students don't need gimmicks that only serve to raise the profile of the Board and the CEO it hired. These students need faculty who can work more directly with them, who can spend more time working individually with them. Raising faculty salaries and diminishing faculty load to three-courses per semester would dramatically improve student outcomes. The problem is there's no high-profile glory in that logical, pedagogically sound, and humane solution, not for a politicized Board and its condescending, arrogant, tone-deaf CEO. I think our Board and CEO should be forced to live on an adjunct faculty member's salary for three months, a full semester. That would be justice, and there is so little of that in this poor, mutilated world.</p>		

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<p>I am not surprised by these reports, having experienced the degree of self-promotion that Dr. Pollard has done, and continues to do. It is difficult to buy into initiatives to drive down costs for students (such as increasing class sizes, cancelling lower-enrolled sections) when seeing how much the college president spends. I am also outraged that her spouse's travel expenses are paid for, as well as seat upgrades and extra baggage. Given how much scrutiny faculty travel is given for conferences (which, I might add, also promote MC) it is unconscionable that she receives so many perks. I am disappointed by the Board of Trustees and their continual, unchecked support of the president. Perhaps the president can donate some of her perks to students to support tuition payments. Surely she could take an economy seat on a flight or bring fewer bags and the savings could go into the Foundation.</p>	<p>My morale has been dropping since Academic Restructuring; it is sinker even lower with these reports. Leadership here seems to be blind to the gradual lowering of standards, while increasing their own profit and careers. The rhetoric around 'supporting student success' seems like flimsy facade for 'initiatives to support my career' in the upper Administration. I have no confidence that any actually care about the institution or students. Changes are being made for the sake of change, so that resumes can be padded; sessions to seek feedback from the college community are only for show, so that the only 'feedback' that is acknowledged is that which supports the already-made decisions. I see that the go-getters who were hired about 10-15 years ago becoming jaded and demoralized. Perhaps this is part of the budgeting plan: to made the workplace so unsatisfying that the longer-serving people leave, so the college can hire new replacements at lower salaries! That this will cause a drain on institutional knowledge, bring continuity across the college and over time, is overlooked, since these administrators will have moved elsewhere by the time repercussions are felt.</p>	

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<p>While I do think some of the expenses were excessive, I also found several of them to be quite reasonable.</p>	<p>Honestly, it hasn't changed it much. I've been fairly frustrated since the restructuring, and the proliferation of higher level administrative positions. We've created way too many administrative positions in the past few years, and too often they have been filled by people very close to Dr. Pollard. I'm more concerned about the costs of these administrative positions than I am about Dr. Pollard's travel expenses--added together they have cost us much more. Furthermore, some positions were filled WITHOUT searches with candidates that were not the most qualified. That bothers me more than her wanting to fly first class and use a laptop.</p>	<p>We need to stop building the administrative level at our institution. We have a shortage of full time faculty, and we've seen an increase in our workloads--with gen edu reform and with increasing our required office hours, and requiring full timers to substitute for each other's classes. I was also very disappointed with the attempts to undermine our academic freedom by promoting standardization of textbooks and teaching material.</p>
<p>This is negative press for the college. It's interesting that "students and staff" sent information and asked NBC News 4 to look into this. I'm surprised that Dr. Pollard's contract includes travel for her partner, but if that's what the board agreed to, it's "legal". However, "upgraded air travel" is specifically forbidden in P&P 65001 CP unless pre-approved. As a faculty member, I was specifically told that travel is "coach/economy", and that upgrade is not allowed or reimbursed. Of course I have no specific information about the overweight baggage, but there could be work-related items that were brought to Hawaii (or wherever). I am involved with a group that puts on a large conference, and we ship a lot of material to the conference - in advance when possible to avoid huge air shipment charges. But no matter how we send the things (computer equipment, papers, other stuff), it costs a lot. If the overweight baggage is personal, however, that seems excessive. While Dr. Pollard chose an expensive hotel in DC, conferences begin early and run late, and I don't think it's unreasonable to ask for a hotel close to a conference even when it's near home. Many of the examples presented in the news reports seem "excessive". At a college that stresses affordability, spending</p>	<p>The stories are embarrassing, and lowers my confidence in MC as an institution. Dr. Pollard's response is partial at best and does not address many of the points raised in the report, like why upgrades (which the rest of us have been told are taboo) have been allowed. Faculty *also* use laptops (some of us have extra chargers, though), and some of us *also* have aches, pains, surgeries, and other health issues, but I don't think any of us would ask for an upgrade given the P&P and always-present financial accountability we try to embody. Taxpayer dollars pay (more than half) my salary, and as a taxpayer I want to know I'm getting some bang for my buck. It's difficult to hear these reports and not think back to Dr. Johnson's short-lived presidency, although I have much more confidence in this president (or did, until these reports). The double-dinner is particularly reminiscent of Dr. J's spending issue. Spouse travel benefits - really? That's amazing. Wish I could have negotiated that. Or wish I could travel more (not really; I'm not as enthusiastic</p>	<p>Sunlight, please. Let's investigate this INTERNALLY as an institution and get enough facts so that we haven't got "students and staff" sending internal documents to news organizations (I assume they sent documents...I do not know what actually happened). We should treat this as a serious embarrassment to the college and deal with it. Keep it from growing (unless we do have a problem...then we need to find a solution) and find out how to increase morale (which I assume is low in the "students and staff" who contacted News4) and get MC back on track to our mission - particularly, with respect to this incident, the "INTEGRITY...STEWARDSHIP...SUSTAINABILITY" part of our mission.</p>

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<p>that seems excessive will be interpreted as inconsistent at best and fraudulent/criminal at worst. The current economic environment, from the MC President and BoT, asked all departments to be reasonable (and decrease, if possible) spending and denied union-negotiated salary improvement, and therefore suggests that the college does not have the resources it expected, which further suggests that extravagant travel at MC should not be occurring. Dr. Pollard is now in an embarrassing situation where she will have to speak to members of bargaining units whose raises have been denied, while she has been accused of extravagant spending. Having a car paid for PLUS a private car/security detail seems excessive. Of course I'm not aware of the actual threat(s) made, but what was reported seemed vague. I heard (from Security) about the additional security in Mannakee, which was characterized to me as a "specific and credible" threat...not at all what was mentioned in the report. Mannakee now has a FT guard at the building, which increased costs. I was named in a "credible threat" about a year ago and there was increased security (a guard) for a few weeks. That seemed reasonable, and I was grateful (luckily, the person didn't act on what they threatened, which was vague and about "getting revenge"). But it was a few weeks, and we joked about how difficult it really is to keep MC secure, other than MKE, where there is a guard...although what would actually happen in the event of an attack isn't clear anywhere at MC...guard or not. We get a decent number of "homeless-looking people" in classroom buildings at MC, including a few who have nearly lived in our buildings for significant amounts of time. Security is no joke, and it's impossible to predict what could happen. College attacks, however, are usually targeted at faculty (USC last week), at classes (multiple occurrences), or at students/people on campus (multiple). I'm not aware of a physical attack on a college president, though, other than one carried out by a faculty member in 1950. Again, I'm not a security expert and I'm not making a prediction, but, to</p>	<p>about travel as when I was younger). Wish I could stay at a Four Seasons Hotel, though, really. Wish I could fly business class.</p>	

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<p>date, faculty, staff, and administrators with contact with students are much more often the target (when there is a target...and faculty, unfortunately, win the prize for this) of campus shootings/attacks than Presidents. Might be an argument for more security, but not for more security for the president. Double-paying for a car sounds excessive. Paying a private security guard sounds excessive. But if there were a threat against me I wouldn't think any of that mattered. The expensive car trip to the Kojo Nnamdi show is just embarrassing and bad press. I have heard more than one person comment that, for a community college, it's unclear how much attention we should need outside of the community. That's a larger question, and one the BoT should be involved in, but compared to the NOVA president, according to the news follow-up, Dr. Pollard travels almost 40% more and spends 340% more. Sounds excessive and wasteful. Average cost per trip is \$2083 (versus \$653). Easily explained if Dr. P's trips are farther away, but begets the question "why are these trips farther away?". The reports are embarrassing, and the second report makes things worse by comparing MC to a neighboring community college. Dr. Pollard's response to the news story did not address much of the specifics of the story and was a weak reply, in my opinion, saying that travel was a small percentage of the college budget. If I add the available numbers, Dr. Pollard's salary, housing, 403(b), car, and LTC insurance add to about \$350,000 in a year. I'm not sure that's how to assess the relevance or effectiveness of a president, but that number is about 1% of a \$300 million budget. Not sure that's the best way (I can justify my program by saying it's a small percentage of the budget, too, and talk about how many grants we bring in, etc.), but it uses her argument as a way to assess. Is one person at MC worth 1% of the budget? I don't know...but we have nearly 2000 FT employees.</p>		

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<p>I really like Dr. Pollard and think she has done many good things for the college. I am however disheartened by the amount of money spent on such things as room service, baggage overages and upgrades. This seems excessive. If I was her I would be embarrassed by this information being aired publicly.</p>	<p>I thought Dr. Pollard's response was very thoughtful and truthful. I respect Dr. Pollard and want her to stay here at MC. I do however hope that she herself decides to reign in her spending on travelling and excessive expenses.</p>	
<p>I understand the dilemma Dr Pollard is in. However, the dominoes affect us Faculty by the college demanding we attend the Multicultural as part of the diversity forces at MC and may affect our job. Now that Dr. Pollard seem to selected one track ethnicity rather than the multicultural at force here in MC. Isn't that a double standard? I believed she should vary her attend a conference that is vary as MC is rather than focus on one group ethnicity and gender preferences.</p>	<p>It has impacted the morale because we have been restrict with our spending for our own conference or workshop and the needs of the students. Like our Constitution say 'without creed, racial, and religion' that all College president should be diverse in meeting all needs even if it is so huge, if you want that position, it mean you meet all needs and raise our morale by more spending improvements in classrooms, students' needs. and improving teaching qualities or skills.</p>	<p>Solution: Conference need to be focus on Community College needs, and improvement with diversity in mind. and how we shifting toward the education by 2020.</p>
<p>In general, I feel outraged by both what I consider to be conduct of unconscionable greed on the part of President Pollard as well as what I feel is profligate conference of salary and perks by the Board of Trustees. It appears to me that Dr. Pollard's salary is actually her play money because it seems everything else is paid for by the college: housing, car, another car, a driver. Her overindulgence in spending as she travels for conferences is ridiculous and offensive. Last but not least as an employee and a tax payer, I can see absolutely no justification for paying for her wife to travel with her: fight, flight upgrade, extra baggage, hotel, meals, room service - how are these things the financial responsibility of the college and taxpayers? In fact, I truly find this benefit offensive and unsupportable. As far as Dr. Pollard's response, I will simply say that I am certain she thinks very highly of herself, but I do not see that she has accomplished any more than one would expect of the president of a large community college and has not outshone all previous presidents.</p>	<p>My morale is the lowest it has ever been in my more than two decades of employment at MC.</p>	<p>Revise the president's contract to be inline with those of president's at similar institutions. Put the money into our future: the students of MC.</p>

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<p>I agree that Dr. Pollard does deserve the benefits outlined in her contract. It makes sense that the College pay for REASONABLE (as per her contract) business-related expenses such as travel, hotel, & meals. However, Dr. Pollard has spent beyond what is reasonable. I don’t think any of us would consider \$9,700 worth of seat upgrades and extra baggage fees reasonable. Furthermore, I’m sure if she had to pay this amount out of her own pocket for these things, she would forego these extras. This pattern of flagrant spending behavior at best is unethical and at worst reflects moral turpitude (which is also addressed in her contract). Her spending habits are contrary to the values and morals associated with this college. How, you ask? I work with students on a *daily* basis who are struggling with financial issues such as difficulty putting food on the table (eating lunch every day at the Food Pantry on campus), barely making their monthly rent payment or taking only one class at a time because that is all that they can afford. I am deeply impacted by their difficulties; it is painful to see. If she truly worked closely with MC’s students as so many of us do and she would be horrified at the thought of spending the unnecessary money she has spent. How can she tout radical inclusivity when her spending is an example of Privilege - which as we all know, keeps people marginalized? At this point, I have no faith in her and I do not believe that she believes the social justice concepts she conveys to us. Her actions have spoken louder than her any of her words to the students, to the faculty and to staff.</p>	<p>I think the morale of most of us who work at MC has been negatively impacted by Dr. Pollard’s abuse of her perks. Early in the year we were told that the County was facing budget issues and cuts would have to be made across the College. Indeed, these cuts were made. Many positions of staff who had resigned from their jobs unfilled. We, as faculty members, had our Union-negotiated, raises that were in our contract cut in half this academic year. College services such as childcare, the bookstore, and security are being outsourced to save money. Faculty and staff have been expected to understand these budget issues and pitch in when it comes to helping the College save money. Why does Dr. Pollard feel she can operate by a different standard? Did it ever occur to her how this would impact the morale the faculty and staff? While her contract allows her to spend (and spend and spend), SHE can still make the choice to spend money on what is necessary, NOT for what is luxurious. Choosing to spend responsibly would reflect the ethics of a strong leader and the behavior of a positive role model. I am extremely disappointed in MC’s president.</p>	
<p>I was shocked, embarrassed and disappointed to learn via the news report that our President had spent so much money in such an irresponsible way. I was equally surprised to learn that our Board of Trustees seemed supportive of her excessive irresponsible spending.</p>	<p>Without a doubt my moral has been negatively affected. In addition, I have observed first-hand the dismay of several of the students enrolled in my classes.</p>	<p>I don’t know how in good conscience I can be supportive of Dr. Pollard in her role as our college president. I love Montgomery College; it’s given me my life. After having contributed 18 years of service one can’t help being protective of this highly respected institution. I believe our U.S. President elect has a saying, "You’re Fired!!!"</p>

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<p>Money for trips pales to the money that has been wasted on Welcome Centers, academic restructuring and new administrators. How much did it cost to have this academic year's opening meeting in the Marriott Conference Center?</p> <p>Some of the stories are I believe are cheap shots. Some of the expenses are probably justified. Staying at the hotel while hosting a conference, rather than fighting DC traffic probably makes sense. Having security in the face of death threats is not an extravagance.</p>	<p>Other organizational issues have a larger impact on morale.</p>	<p>As mentioned before, I question if the other expensive changes have been worth it.</p>
<p>I have found the report on Dr. Pollard's excessive expenditure on her out of state trips most disappointing and her response equally disappointing. It seems that all the charges she made for upgrading seats on flights, extra baggage, leasing expensive cars, the college paying for her spouse accompanying her cannot be justified by her response.</p>	<p>Both the recent report on Dr. Pollard's excessive expenditure and her response have affected my morale negatively.</p>	<p>Instead of the college paying for Dr. Pollard's lavish lifestyle, I would like to see money spent on our students who in many cases cannot afford to buy books and in some cases even food. When the faculty takes trips for conferences the most that the college will pay is \$1000.00. It is hard to understand why there is such a disparity between the reimbursement that is given to the faculty and what the president gets. A more equitable payment for conferences would be an improvement over what has been reported.</p>

Presidential Perks Story – Full-Time Faculty Survey Responses

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<p>I had tried to be understanding and tolerant of Dr. Pollard's choices, as evidenced in the NBC4 I-Team investigation. I believe she has contributed to our MC "family" in many ways, but then came Dr. Pollard's first response letter, distributed to Faculty and Staff, among other outlets. I was shocked that she took what I believe to full credit for our College moving forward since her arrival. There was no "thank-you" to the hard-working faculty or staff, no sharing of the role we play in helping to make Montgomery College student friendly and goal-oriented for those who come to us for their educational needs and inspiration. We tackle a student body with a myriad of challenges, and the financial challenges and educational barriers facing so many of our students present hurdles none of us would wish on anyone. That's why faculty and staff work so hard for our students to achieve their dream. I, for one, do not want to take away from Dr. Pollard's achievements, but we, also, achieve, on behalf of our students. No, we don't raise money, but we raise educated and active members of our community and society at large, so their voices and dreams can be heard. I believe Faculty has felt unwanted since the reorganization occurred, just a pesky population that Administration must deal with in the total picture. This is so unfair knowingly to create such a poisonous atmosphere for us in a public letter. We, our students, and MC deserve credit. We are willing to give credit to Dr. Pollard, but we are not willing for her to take full responsibility for all good things that have happened at MC since her arrival and good things that are happening now.</p>	<p>My morale sunk when I saw the first letter. The second letter was an improvement but not enough of one. There has been a lot of heavy damage done here, and it's unfair as we struggle so diligently to improve and--in some cases--save lives--and then Dr. Pollard takes all the credit.</p>	

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<p>I feel said that this thing happens again similar to previous President (Dr. Johnson)</p>	<p>I feel ashamed to be associated with the story since I work at MC. My office is very honest and never accept any gift. How could president with high salary and perks could have abuse the system. Is she so important to have chauffeur? Why she need high end expensive personal car. She could pay it herself like other employee.</p>	<p>I believe she need to resign for the sake of college and avoid further investigation. Future president need to have limit and strict standard</p>
<p>All the president cares about is herself, her family and her career. She shamelessly self-promotes. She over explains and rationalizes her expenditures in a misleading way. The percentage she cites translates into \$6 million! How can she live with herself knowing that she has cost staff their jobs, has "red circled" staff at the top of their grade, and is actively trying to force "boomers" to retire to pave the way for "millennials"? She is elitist and ageist. To compound everything, she arranged for the purchase of a building for her minions. Millions of dollars for a Taj Mahal when departments are asked to slice their budgets and staff vacancies go unfilled. During her first week on the job she said that her goal was to make the college "relevant". Well, Montgomery College is relevant now!</p>	<p>I am taking this very personally. I feel betrayed. I feel like my contribution to the education of students is discounted. I am ashamed to be associated with Montgomery College. I do not want anyone to know where I work. I was unable to sleep last week. I feel sick to my stomach. I am having difficulty coming to work and staying focused. No one is actively looking out for my welfare when I am alone on campus after dark. No one is chauffeuring me around to make sure I arrive safely to my destination. I see staff moved around like pawns and removed on a whim. I am afraid that I will lose my job if I speak out openly.</p>	<p>The president is no better than her predecessor. She surrounds herself with puppets. She needs to leave. Bring back Dr. Pinkney.</p>

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<p>While I do believe that Dr. Pollard has increased the visibility and the contributions to MC, the extra travel expenses are not in check. Her contract allows for every perk except for the armed guard. So while I may think the housing expense is extravagant it is as per her contract. It would be interesting to see how much her residence is actually utilized for MC business, as stipulated in her contract.</p>	<p>This information of out of control travel expenses comes at a time when we are being told that funding at current County levels will be drying up. In the informational meeting for the work being done on establishing new classifications of job, based on market data, it was stressed that 'we need to tighten our belts' to be sustainable in the future. These two messages do not support each other, therefore, it seems that the belt tighten will be at the expense of the staff and faculty and not the administration. This does not boost my morale.</p>	<p>Dr. Pollard is promoting MC and she is a forward thinking, energetic and a positive leader for MC. She does represent MC and image is important. At this time when funding is in question, as we are being prepared to tighten our budgets, then I believe a change in extra spending for Dr. Pollard is in the best interest of MC also. If student success is of utmost importance then I would think that Dr. Pollard will display this by making some adjustments to how she does business. Travel should be, as per the policy for the college, the most economical and cost effective travel. Upgrades and extra bags should be covered by her personally. If the personal threats are more real then what is rumored, and the driver and car is deemed important, then the other personal car should not also be provided. Common sense fiscal responsibility must be applied to the administration, starting with Dr. Pollard, so that as fiscal responsibility within all departments is demonstrated it will feel like we are making a difference for our students and future students.</p>
<p>Reports stated facts. Facts are facts no matter it is relative big or small in scale.</p>	<p>I am very upset by her response.</p> <p>College was funded well in last 6 years. Maybe she can claim that's her credits. But didn't give her rights to decide how much she can spend on herself other than she was contracted for.</p>	<p>She at least should apologize for what she is not supposed to do. If she took advantage of college, she should refund to college.</p>

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<p>How dare the staff member whistle blower go to the media to attack assassinate the character of -- our college leader before going to Pollard directly? This should have been an internal affair not on the news, if the whistle blower was at all concerned with the reputation of the college or respect for our leaders. What are we teaching our students? This borders humiliation/bullying, and is may be coming from a place of envy. When the allegations came out, Dr. pollard took the responsibility to fully respond personally to the college community directly. She did not hide behind anonymity. She deserves the right to respond or reconcile any overspending. Let us focus on the students. I want to hear this much outcry when our students are underprepared.</p>	<p>My morale is dampened when I see the lynch mob is at it again. As a woman of color, I cannot overlook the possibility that this is racially motivated. Is it coming from a place of envy that a black woman is president and has perks that perhaps are not available to others in the administration? If not, in its statement to the Board, the union reps must make it clear that race is NOT a factor. (Use my words, if needed). That will lift morale. Actually, prior to the I-Team report, morale was at an all-time high.</p>	<p>1. As a faculty member, I am not at all troubled by the \$160K she has brought in grants worth \$millions. 2. If the spending is not contractual, let us fix it give her the opportunity to pay back. 3. The bigger question is who approved the expenses. 4. Has her travel, meals, security negatively interfered with the college reputation, academic progress, or student success? Can we no longer afford diploma paper?</p>

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	<p>I think that the “perks” in question are really a symptom, not the actual problem. The problem is that MC has developed an extremely top-down mode of operating and, at the same time, has experienced a prolonged period of instability (constant changes in structure, job titles, appointments, etc.). Together, these two things make people feel insecure and reluctant to question authority at the College. Poor choices get made when not enough people are comfortable saying, “hey, wait a minute.” The really important consequence here is not dollars spent on spouse travel and flight upgrades: rather, it is that decisions about teaching and education are being made without real input from the faculty. The activities of the current governance system are not always reflective of meaningful participation (“we got input” does not mean that this input was actually considered). Opening meetings were painful this academic year when faculty across the College were told to fail two fewer students per class. Suggestions about how to do this were overly-simplistic and pat, and placed the emphasis on passing rates rather than on learning. I do understand that Dr. Pollard has a difficult job, and that she has done much to garner needed support for MC, and that this support is tied to measures like passing rates. Still, that moment begged the question: what we are doing here? To me, the recent news reports feel a lot like the moment I heard that: depressing.</p>	

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<p>As a longtime member of the College community, I am saddened by the negative press reports, although given the history, I was not surprised that it hit the press.</p>	<p>By association, members of the College community are drawn into this negative publicity and it has tarnished the fine reputation of this institution. I am saddened by this and it is having a negative impact upon my morale.</p>	<p>Loss of credibility.</p>
<p>The BOT has been very generous to Dr. Pollard in order to ensure her experience and education continues while she does her job. But what about adjuncts. When I tried to arrange a trip to take my students to London I was informed my husband could not accompany me unless he paid the full costs of the trip. Even K-12 education provides for children and spouses of organizers if a minimum number of students are willing to sign up for the trip abroad. This double standard does not seem fair.</p>	<p>Being pregnant right now with no benefits of any kind - including sick leave/pregnancy leave/health insurance or assurance of employment upon my return has affected my moral tremendously. This is not fair when I am teaching the same students and putting in the same work as my full time associates. Unlike the very talented Dr. Pollard we are not assisted with our retirement in any way, shape or form.</p>	<p>If K-12 can find a way to accommodate good qualified candidates in regard to benefits and salaries then why can't we on the community college too? Unlike those in the majority of the teaching profession we are not even offered "summer pay" through the college or pro-rated pay through the holidays to help us balance our budgets. The college needs to look at what is going on in other areas of education so that they can resolve many of the adjuncts financial needs on this level and make this a place that we can commit to "long term".</p>
<p>Initially, considering the toxic news climate presented by the conservative organs of information, I had wondered whether the report was a hatchet job. It still seems a bit dramatic in that respect. But it raises some concerns.</p>	<p>My morale is affected in that I was denied a very small sum for professional development. My English Department dean turned down my request for 1500.00 to travel and present scholarly work at a world-class conference in my special area. I assume that such rejection is based upon the fact that times are tight: there is no money, and the County is scrutinizing our expenditures. However, in light of that rejection, as I tighten my belt and forego professional development due to lack of small funds, it's discouraging to see Dr. Pollard's somewhat lavish expenses. The college should at least support modest professional development.</p>	<p>Free up funds for professional development at least.</p>

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<p>I thought the report, and its recent follow-up were sober and evenhanded. I do not think it was News4's responsibility to highlight the accomplishments of Dr. Pollard that are, frankly, part of her expected duties. It is also unclear how the upcharges and travel companionship are necessary to be a 21st century administrator.</p>	<p>It has lessened morale (which for me was already trending down). In terms of imagery alone, as I am an employee who often brings lunch and frets about ICC tolls, the President's cavalier use of money is a "bad look".</p>	<p>In this as in many things, communication between administration and labor has been sorely lacking, making the optics even worse. A solution would be more Presidential presence amongst faculty (and maybe staff too).</p>
<p>At best, she's tone deaf; at worst hypocritical. she pretends to know our students, yet spends the way she does -- The board should be looked at for putting all this in her contract! hope our State and county funding are negatively impacted because of what in my opinion is her wasteful spending! Was a formal threat assessment done before the Board decided she needed armed security? why does her wife get travel and travel upgrades? People in the private sector don't get those kinds of perks. I hate the "antiquated" view of community colleges -- seriously insulting! We know she has to get our name out there, but she doesn't have to go first class.</p>	<p>Every year we're told we don't have any money, our raises are questioned or threatened, we can't hire people, we can't do this and we can't do that. The College spends, but not in the ways that will most impact on our students and the people who work directly with them. I'm frustrated that she seems to be made of Teflon and can do whatever she wants -- spend money, change governance, change academics and make all sorts of requests and demands without being willing to fund them (improve D,F, W rates means spending money on counselors, tutors, and maybe making classes smaller. It should not be all on the faculty's shoulders to do micro interventions and simply pass people). And, if we are being run like a business, which is essentially what we are, where numbers and stats are what count, how would stakeholders feel about her spending and what they receive in return? Is it really all about "good" publicity when we are no longer a top 10 community college? And we aren't providing our students what they really need, quality educations?</p>	<p>The board needs to be looked at for putting all this in her contract. They are responsible and need to be held accountable. I would like her to rethink what she wants to represent. Gandhi wore a loin cloth because not everyone in his "family" (country) could afford clothes. Or does she want to be the president who flies first class with her wife and orders expensive room service? I hope she wants to walk the walk of all her talk? I'd like to see her really work with and listen to faculty, but I'm not holding my breath. I'd like the board to really listen to the faculty, especially when it comes to the president. They seem to have blinders on.</p>