

# AAUP NEWSLETTER

Volume 4, Issue 1

Montgomery College Chapter

February, 2007

## President's Corner

By Harry Zarin (R)

### Tentative Agreement Has Been Ratified

In September if someone had told me that by the beginning of February we would have ratified a tentative agreement that included salary increases for the next 3 years and a significant addition to our EAP benefit package, I would have said no way this would happen. I am pleased to say that, in this case, I am dead wrong.

On January 30<sup>th</sup>, Rose Sachs, Chief Negotiator, announced that we had reached a tentative agreement with Management, and on February 5<sup>th</sup>, the Chapter completed voting on the Agreement. I am pleased to announce that the tentative agreement was ratified, in record time, by a vote of 286-0. Our fabulous Negotiating Team of Rose Sachs-R, Rick Penn-R, Bill Talbot-R, Joan Naake-G, and Laura Gardner-TP/SS, all deserve a hearty thank you for all their efforts. In addition, it is important for us to thank Management's Negotiating Team, the Senior Administration of the College, Dr. Johnson, the BOT, and most importantly, Dr. Nunley, for their support of the faculty during these negotiations.

The entire agreement has been posted on the Chapter's

website. Briefly, the agreement calls for the following salary improvements:

	<u>Flat Amount*</u>	<u>COLA</u>
Year One:	\$2125	5.3%
Year Two:	\$2242	5.5%
Year Three:	\$2372	5.8%

\*up to the maximum allowable salary

In addition, pay for those involved in overload activities and pay for those hired under the retiree/rehire program will increase each of the next three years.

### Welcome Dr. Brian Johnson

Unlike a couple of unnamed employees at an unnamed campus who escorted Dr. Johnson off the premises in December, the Executive Committee of the Chapter would like to warmly welcome Dr. Brian Johnson to the helm as our new President. We promise to help him become acclimated to the College and offer our assistance as needed in order to help him succeed as our new President. We look forward to working with him for many years.

It is important for us all to remember that Dr. Johnson is trying to take in a tremendous amount of information in a very short period of time. As a member of the President's Internal Transition Team, I can attest to the fact that his schedule is jam packed with meeting after meeting with state legislators, county officials, student groups, and numerous College employees. He is interested in visiting each campus on an informal basis, will be meeting with various leadership groups and committees on each campus, and may even have time to drop in on a class or two.

Please take the time to welcome him when you see him and offer your assistance during this important transition time for the College.

### Executive Committee to Meet with Dr. Johnson

Members of the Executive Committee will be meeting with Dr. Johnson in early March. This informal meeting will give us an opportunity to meet and greet our new President and express some of our thoughts on the status of the Chapter at the College. This meeting will also give Dr. Johnson an

## In This Issue

President's Corner	Page 1
Who's Who in Chapter	Page 3
College ID Project	Page 3
Tribute to President Nunley	Page 3
Faculty Leave Policy	Page 5
Flexible Spending Accounts	Page 5

See *President* p. 2

*President continued from p. 1*

opportunity to express some of his thoughts and feelings about working within a collective bargaining environment.

### **Campus Meeting Update**

In an effort to maintain more visible and personal contact with the faculty, members of the Executive Committee are continuing to hold open meetings on each campus. Last semester we met a small but vocal group of faculty on the Takoma Park/Silver Spring campus. On February 7<sup>th</sup> we met an equally vocal group of faculty on the Germantown campus.

On Monday, March 26<sup>th</sup>, at 2:30 in HU009, members of the Executive Committee will be meeting with interested faculty on the Rockville Campus. If you have concerns or simply want a nourishing snack at the end of your workday, please stop by and meet with us. Because we know that food attracts the masses, light refreshments will be served.

### **Faculty Leave Policy**

The Faculty Leave Policy that was implemented last semester has caused quite a bit of discussion amongst the faculty. It is very important that the Chapter and the Administration hear your concerns about the policy as its effectiveness will be reviewed next fall. In the last edition of this newsletter, we asked you all for your thoughts on the policy. In this edition, you will see a letter to the Editor from one faculty member who had a few thoughts on the policy. Now is the time for you to voice your opinion about the pros and cons of the policy. Please take the time to do so and send your thoughts to a member of the Executive Committee.

### **Chapter Membership Update**

In the December newsletter, I wrote about a provision in the contract related to Chapter membership and service fee requirements. In summary, if you were hired as of August 2001 or thereafter, you were required to either join the Chapter or elect to pay a service fee to the Chapter for our representational services. This condition of employment started after the end of your first semester of employment at Montgomery College. Since that newsletter, the Chapter, in cooperation with several representatives of Management, has narrowed down the list of faculty who have not met the

requirements of this provision of the Agreement to 21 people. Once this list is double checked for accuracy, those 21 faculty members will receive another reminder about their obligation to meet this provision of the contract, which, in reality, is a condition of your employment at Montgomery College.

If you were hired in August 2001 or thereafter and are not sure if you are one of the "21," check your most recent pay stub and see if there is a deduction under the heading of either dues or service fee. If you don't see a deduction in either of these categories, please contact Bill Talbot, Chapter Treasurer, or me. We will be glad to assist you.

### **Contract Q & A**

- Q. If I want to maintain benefits while taking leave without pay for personal, educational, or other non-medical reasons, is this possible under the terms of our current Collective Bargaining Agreement?
- A. The long and short answer to this question is yes. Under Article 6, Section 6.7 of the agreement, "A faculty member who has completed four or more years of service may be granted leave without pay [LWOP] for a period not to exceed two consecutive academic semesters for the purpose of educational travel, professional study...or special personal obligation...". A faculty member interested in requesting LWOP should contact a member of the Executive Committee for assistance.
- Q. If I receive an advanced degree or certificate, will I receive a raise in my base salary?
- A. Article 8.2 (C) of the agreement is the provision which, if met, would enable qualified faculty members who receive an advanced degree, certificate, or license in their discipline to receive a \$1,200 increase in their base salary up to the maximum salary set forth in Section 8.2(A) of the agreement. If you are pursuing a degree, certificate, or license and feel that upon completion of your educational program this provision applies to you, please contact a member of the Executive Committee for further information. ♣

## College ID Project

By Gloria Brewer (R)

The College ID Project Team is in the final stages of the collegewide initiative to convert to a new College ID number and subsequently reduce the use of the social security number (SSN) in daily business transactions. The new College ID number and ID card will become effective on April 2, 2007. The following is a list of key points of information and important milestones relative to faculty and students:

- The new ID number will contain 9 characters and start with the letter “M” followed by 8 numerics.
- The barcode on the College ID card will contain the number portion of the ID without the “M.” This design supports the bookstore and library systems.
- All employees and students will receive a letter at their home address that will introduce their new College ID number and provide information on how to get a new College ID card.
- A special opportunity to get an employee ID card will be made available to all employees on March 12 at Staff Professional Day, which will be held this year at the Germantown Campus. More information will be forthcoming on this event from the Office of Human Resources (HR).
- HR will also work with campus representatives to schedule hours on several different days prior to April 2 for employees to have new ID cards made. More information on these dates will be provided by HR.
- Employees should get a new ID card to use library services, easily access parking passes, and provide identification when trying to gain access to College buildings outside of normal operating schedules.
- Distribution of new student ID cards will begin March 5 at the Admissions Office on each campus.
- Students will need a new College ID card to use RideOn buses and the College library as well as to easily access such College services as the technology labs and the bookstore.
- During the last weekend in March, College systems may experience periods of unavailability. Faculty should be aware of this in planning classroom and preparation activities. More details on potential interruptions to system availability will be shared with the College community by March 1.

For more information, the College ID project website [www.montgomerycollege.edu/collegeid](http://www.montgomerycollege.edu/collegeid) will be updated weekly with the most current project information. ♣

## Who's Who in 2007

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

### An End of an Era at Montgomery College: A Tribute to Our Former President

By Ken Weiner (R)

A little more than eight years ago I wrote a piece in this same newsletter welcoming our new Chief Executive, Dr. Charlene Nunley. At that time there was little need to focus on who Dr. Nunley was or what strengths and qualities she would bring to the Montgomery College presidency, as she had served as a senior administrator at the College for nearly two decades, had built strong relationships with faculty and staff, and was enthusiastically welcomed into her new position by the college community. Rather, I shifted my attention in that article to the mostly internal challenges and issues that I thought would occupy Dr. Nunley's attention as the College moved into the 21<sup>st</sup> century. What I failed to anticipate then was how the changing landscape in higher education would redefine the expectations of a president of a large, high profile, urban community college such as ours. As it turned out, her success would be defined not so much by her leadership in the daily business of the institution but rather by her ability to persuade the external stakeholders—elected officials, private funders, and the public—to be strong supporters of our mission.

Using that as a measure, it would be hard to argue that Dr. Nunley has not been an extraordinary President these last eight years. The same energy and skills that Charlene applied to the internal day to day workings of the College as second in command to her predecessor, Dr. Parilla, she transferred to the broader educational

issues that confronted our college, and higher education in general. Moreover, she achieved regional and national recognition as a passionate advocate for the community college mission, in particular the causes of college access and expanded scholarship support for transfer students.

There are many who see community colleges as higher education's stepchild. Charlene Nunley not only didn't accept that view, she challenged it vigorously and publicly—sometimes almost angrily—to state officials responsible for funding decisions, to her colleagues on Secretary Spellman's Commission of the Future of Higher Education, and to all who would listen. Her message was that community colleges like Montgomery were just as important a thread in the fabric of higher education as were four-year colleges and research universities, reminding everyone that we educate more than half of all those who start college. "We change people's lives" became Charlene's public mantra, and having heard her say those words so, so often, I have to admit that there were times when I rolled my eyes and said, "Enough already with the changing lives." But Charlene believed it, spoke it, and behaved it with such conviction that, in time, so did we all.

For us, the tangible results of her leadership are everywhere: a fundraising record that has kept us in the top 10 among community colleges nationally for the past six years, a significant number of new scholarship opportunities available to our students upon transfer to local universities, strong funding by local and state governments to support the exciting revitalization of the Takoma Park/Silver Spring Campus, partnerships with local biotechnology firms that will lead to a 40-acre life sciences education and business park at the Germantown Campus, the creation of a model partnership with MCPS to improve college readiness of high school students, a unique relationship with the Universities of Maryland at Shady Grove that provides our students with a seamless transition to a baccalaureate degree in their own backyard, and fantastic honors programs such as the Macklin Business Institute and the Montgomery Scholars Program. These are just some of the more well-known outcomes resulting from Dr. Nunley's passion and advocacy. Quite an impressive list in just eight years.

Throughout her administrative career at Montgomery College, Charlene has always been a great supporter of the faculty, building strong personal relationships with many of us. She understands what we do and why we do it. She has demonstrated great respect for the role and importance of our AAUP Chapter and went out of her way in a number of situations to seek our input and involvement on

issues where she wasn't legally required to do so. That we were able to negotiate a long-term commitment with our Board to a summer salary rate that far exceeds what other institutions pay their full-time faculty was due in great part to Dr. Nunley's strong belief that it was the right thing to do. Even the recently salary settlement, announced on the eve of her departure, was apparently in great part due to Charlene's strong support for it to senior management and her fellow Board members.

Now, after 27 years of service superbly given to Montgomery College, Dr. Nunley has decided to change *her* life—to rest a bit and then take on some new challenges, but not rest completely. For in the months ahead she is committed to working with the College's Foundation Board to help make its Capital Campaign a success in raising funds to support what she so fervently believes in—helping students. We wish her nothing but the best in this next phase of her life, and we know that whatever her future successes are they will continue to reflect positively on us because it will be difficult for anyone to think of Montgomery College without thinking of Charlene Nunley. ♣

## **AAUP NEWSLETTER**

MONTGOMERY COLLEGE CHAPTER

<b>Co-editors</b>	Steve Newmann Bryant Davis	601-6939 353-7747
<b>Artist</b>	David Carter	601-6916

## Faculty Leave Policy – A Pilot That Needs to Be Grounded Immediately

By Eileen Cotter (R)

The current pilot leave policy for instructional faculty is both demeaning to us as professionals and counterproductive to the college as an employer. This policy, which requires that *“a full day of leave must be taken when the faculty member misses the entire obligation of teaching or tutoring for that day, regardless of how many hours or classes are involved,”* ignores all the other responsibilities and work that a full-time faculty member is expected to take on.

First, there’s the classwork that all instructors do beyond class time. When my son recently got married, I took several days off to go the wedding in Maine. For one of the days, all I missed was an 85-minute class—for which my sub was paid. I had developed detailed lesson plans for my sub, developed and copied all handouts, and posted files and photos on the O drive so that she could use them during class. All the work collected from that class and the others I missed that week I graded when I returned. My sub was not paid to do that. I did it. If the college can figure out how much to recompense a sub, how come it cannot figure out how much class time I actually missed?

More important to me, however, is the fact that the policy ignores all the other work that a full-time faculty member takes on. I serve on several college-wide committees; I am currently doing 2 peer evaluations for full-time faculty and several observations/reviews of adjunct faculty; I am serving on a Middle States Self Study workgroup; I helped to put on a recent MC/MCPS symposium, etc. In addition, I, as expected by the college, participate in a variety of professional development activities, including presenting at conferences, attending CTL workshops, and writing for publications. When I was forced to take 8 hours of leave for missing 85 minutes of class, which of these other activities was I being relieved of?

I have taken on numerous tasks beyond my classroom responsibilities because I think of myself as a professional educator. When I am on campus for 9 hours on a day when I have only 85 minutes of class, when I present at Super Saturdays, when I observe an adjunct at 8 p.m. after beginning my day at 8 a.m., and when I respond to student emails on Sunday night, I do not expect the college to give me bonuses or comp time. However, I do expect the college to respect my professionalism and dedication. Instead, I feel mocked by a policy that clearly regards all that I do beyond standing in the front of a class as worth nothing.

In addition to demeaning faculty personally and professionally, the policy works against this institution’s best interests. Instead of promoting commitment to the college, the policy discourages people from participating in college

## New grace period for Flexible Spending Accounts

By Bill Talbot (R)

As you may know, the flexible spending accounts that are part of your Montgomery College benefits are “use-it-or-lose-it” plans. This means that amounts left in the account *cannot* be carried over to the next year. However, effective immediately, Montgomery College has extended the grace period to March 15, 2007. Any qualified medical expenses (medical, dental, or vision: a complete list is on the website link below) that you incur in the period (Jan 1 to March 15, 2007) are treated as having incurred in the plan year (2006). These expenses can be paid from any amounts left in the account at the end 2006. Montgomery College is not permitted to refund any part of the balance to you that you do not use after March 15th. You still need to submit all receipts for reimbursement by March 31, 2007.

Remember that you cannot deduct the medical expenses on your taxes, Schedule A (Form 1040), if you were reimbursed for those items from the flexible spending account.

For more information on flexible spending accounts go to and click on FSA Participants link at:

<http://www.benisource.com/>

Bill Talbot  
AAUP Treasurer, HU 258  
[bill.talbot@montgomerycollege.edu](mailto:bill.talbot@montgomerycollege.edu)  
301.279.5014



initiatives and committees. Those of us who participate in Learning Communities (part of the Learning College initiatives), or serve on Faculty Councils, or participate in professional development programs, frequently end up having to teach (or have scheduled meetings) 5 days a week in order to fit these activities into our schedules. That means that if such a faculty member needs to be absent for 3 days in a row, she will lose all her annual leave, but another faculty member who only teaches 2 days a week would only lose 1 day of leave. In fact, that person’s leave would be pretty much equal to their missed class time. What message is this policy sending to faculty about serving on Faculty Councils or taking on college initiatives? ♣