MCAAUP Strategic Plan

The Executive Committee has been working on a Strategic Plan this past year.

Why?

We want to understand...

- Are we doing a good job representing you?
- How can we improve?
- What are the best practices when it comes labor organization?
The Executive Committee has been working on a Strategic Plan this past year.

How?

- Open forums / focus groups
- Information collection, surveys
- Trainings with AAUP
- Conversations with labor organizers
- Development of “North Star”, strategic plan goals and how to implement them
MCAAUP
Strategic Plan

Our North Star:
90% Membership of faculty in MCAAUP
MCAAUP Strategic Plan

Goals

★ **Develop** a sustainable succession plan and revise Constitution to reflect best practices and guide work on behalf of the Chapter

★ **Mobilize and organize** membership to demonstrate unity and collective voice

★ **Increase and maintain** Chapter membership to involve constituents in labor issues and strengthen our ability to leverage our voice as faculty members

★ **Promote equity and inclusion** to help ensure ALL faculty are treated fairly with respect to employment, academic freedom, compensation, and scheduling.

★ **Lobby and collaborate** effectively with state and local governments and various labor groups to strengthen charter legislation, advocate for the college, and strategize with unions across the state and county to leverage our voice.
Common Theme: People power!

“Alone we can do so little; together we can do so much.”

--Helen Keller
Ladder of Engagement

A WORKGROUP MODEL OF MEMBER ENGAGEMENT AND LEADERSHIP DEVELOPMENT
What is the ladder of engagement?

- The concept of the ladder of engagement captures a shift in strategy for membership mobilization.
- The ladder of engagement offers multiple points of entry for people to get involved.
- It also allows people to get more involved over time if they should have the energy and inclination.
- The ladder of engagement also allows us to distribute project tasks across more of the membership. Many hands make light work, as they say.
- The goal of the ladder of engagement is to offer opportunities for deeper or more sustained engagement and collaboration and opportunities for membership to move toward leadership positions.
Ladder of Engagement

- Executive Committee
- Negotiating Team
- Organizing Task Force
- Bargaining Focus Groups
- Lobbying Work Group
- Faculty Support and Engagement Work Group
- Equity and Inclusion Work Group
What are the new workgroups?

**Faculty Support and Engagement Work Group** to pursue Goal #2, mobilize membership and Goal #3, increase Chapter membership.

**Lobbying Workgroup** to pursue Goal #5, lobby State and local governments and collaborate with other labor groups.

**Equity and Inclusion Workgroup** to pursue Goal #4, promote equity and inclusion.
Workgroup Coordinator Responsibilities

- **Coordinators**: Each workgroup will be assigned a coordinator, approved by the Executive Committee. The responsibilities of the workgroup coordinator are as follows:

  - **Assist in**: Assist in staffing the workgroup with an appropriate number of full-time faculty committed to the primary mission of the workgroup.

  - **Facilitate**: Facilitate the development of a strategic plan for the workgroup. The strategic plan should have clear concrete goals and a timeline through which to meet those goals.

  - **Ensure**: Ensure that the workgroup strategic plan is approved by the Executive Committee.

  - **Convene and lead**: Convene and lead regular meetings, as needed, to complete the strategic plan goals within the desired timeline.

  - **Report back**: Regularly report back to Executive Committee, as needed, concerning progress on strategic plan goals.
Workgroup #1
Faculty Support and Engagement

- Primary mission is to find ways to support faculty, help them to feel a part of our union community, and engage them in the project of making Montgomery College a great workplace.
- Group will also be responsible for developing opportunities to engage members through forums, town halls, office visits, social events, and so forth.
- New Faculty Outreach: develop strategies and habits for reaching out to new faculty on a regular basis.
Workgroup #2
Equity and Inclusion

- Primary mission: Address workplace inequity for all full-time faculty, consider opportunities for inclusion of marginalized or vulnerable groups, and promote a safe work environment for all faculty.
Workgroup #3
Lobbying

Primary mission of this group is to reach out to local and state governments and other labor groups to both leverage political power and pass appropriate legislation.
Updating Job Descriptions
Why did we update job descriptions?

- Existing descriptions in our Constitution are brief and, in some cases, outdated
- Some positions lacked job descriptions (example: Grievance Officer)
- Add information re responsibilities and qualifications
- Increase communication with membership
- Encourage increased participation by membership
Campus Vice-President

Constitution language:

- The Vice-Presidents: shall assume the responsibility for leadership and coordination of Chapter activities at his/her local campus. In the absence of the President, each Vice-President shall alternate presiding at meetings of the Chapter and/or Executive Committee. The Vice-Presidents shall serve a term of one year, with no restrictions on succession.

More detailed language:

- The VP shall assume the responsibility for leadership and coordination of Chapter activities at his/her local campus. In the absence of the President, each Vice-President shall alternate presiding at meetings of the Chapter and/or Executive Committee. The Vice-Presidents shall serve a term of 3-years.

Responsibilities:
- Being visible so that constituents know who their VP is
- Be available for questions and concerns from campus constituents
- Bring relevant concerns to EC
- Communicate with campus constituents as appropriate via email
- Attend EC meetings
- Help with Faculty Forums
- Volunteer for EC tasks

Qualifications:
- Union member in good standing
- Working knowledge of the contract
- Desire to work for fellow faculty
- Ability to work in a cooperative, collaborative manner
- Good communication skills
Which positions were included?

All elected and appointed positions:
- President, Vice-Presidents, Treasurer, Secretary, At-Large Members
- Grievance Officer
- Lead Negotiator and Negotiating Team members
- Workgroup Coordinators and members
How was this done?

- Current and previous position holders were interviewed
- Existing descriptions updated; missing position descriptions written
- All reviewed by MC-AAUP Executive Committee
- Revisions made as appropriate
How can I access these?

- All detailed job descriptions will be posted on the Chapter website: [https://mcaaaup.org/](https://mcaaaup.org/)

We encourage you to take a look! See which one(s) might be a good fit for you!
Term limits
Term-limits for Elected Executive Committee Positions

- Debated over the idea
- Need to create a concrete plan
- Our Strategic Planning Goals stem from the vision of the future union
  - Develop a Sustainable Succession
  - Mobilize and Organize Membership
Years of the Term

- Executive Committee (EC) members hold a position for 3 years.
- After one 3-year term, an Executive Committee member may be nominated once more (or a member can self nominate) for a second term but must be nominated and elected in that position on the ballot.
- The term limit is a maximum of two consecutive terms in the same position. A member may run again for that same position after taking a hiatus of three years from the position.
- The Executive Committee reserves the right to appoint, by simple majority, to all positions as needed for a 1-year interim term until a nominee can be found for the 3-year term.
The President holds a very important role for the chapter where experience is of utmost importance.

The President serves for a 3-year term.

The President may run for a third 3-year term, but only with special permission of two-thirds majority from the Executive Committee. After that third term, the President must step down for at least three years from that position.

When the President steps down, he/she serves as the immediate past president.