

MHEC Faculty Advisory Council

Meeting: May 19, 2015

1:30 – 4:00 p.m. in Cade 219

Anne Arundel Community College

Arnold, MD 21012

Minutes

1. Call the meeting to order at 1:35 by Chair, Jolly Davis
2. Introduction of all FAC members and guests.
 - a. Nayna Philipsen, Joan Langdon, Bill Talley, Kelly Kilbourne, Nichole Dombrowski-Risser, Solomon Alao, Curt Raney, Jolly Davis, Teresa Bridger, Rich Siciliano, Kathy Corley Murray, Brockett Horne, Angelita Yu, Kathy Jones, Genny Segura, Benjamin Arah, Chris Brittan-Powell
3. Remarks and Q&A—Dr. Jennie Hunter-Cevera, Acting Secretary of Higher Education in Maryland (move this)
 - a. Genny Segura introduced Dr. Hunter-Cevera and provided some biographical information for the FAC.
 - b. Dr. Hunter-Cevera talked about how her background, education, and experience, are a good fit for 21st Century higher education in the State of Maryland. She suggested that Gov. Hogan is interested in making MHEC more robust under his administration. Another areas where she has been working is in fostering closer relationships between community colleges and 4-year institutions. She is gratified to find there is a student advisory group as well as a faculty advisory council. She sees the FAC as having the skills experience and knowledge to make things happen. This is a time of dramatic change, and she looks forward to dialog to foster enablement and empowerment. Increasing internal and external communication is another area of focus as well as educating the public about MHEC's role. She has been working on streamlining the approval process using

“Ford Assembly line” techniques to be more responsive, to make it more simple, and more inclusive. There is an ongoing partnership development with MSDE in teacher preparation, reacting to a changing world, how we can keep teachers current. There is some talk of creating a foundation to supplement state funding. Discussions with industry have begun to see if they can take on more financial responsibility for educating a 21st Century workforce. More close work with community colleges to inform students of the higher education options and funding mechanisms open to them. There will be a concerted effort for outreach to under-represented communities to increase interest in and access to higher education. MHEC is maximizing its staff resources by inventorying specific skills and quickly matching the skills to the task so that staff are more flexible and less locked into specific roles. She invited FAC members to get involved in these initiatives as faculty insight is valuable and needed in decision making. She looks forward to increasing MHEC collaborative partnerships. She mentioned that she reviewed our agenda and is impressed with the topics we are working on and wants to find a way to let people know about us and what we do.

- i. Questions: Non-English speaking students and the issues that confront them were discussed. Dr. Hunter-Cevera detailed plans to have a bi-lingual MHEC website and she pointed out that most of the programs focus on the top students and the bottom students, but the students in the middle are in need of attention. There is also some discussion at the commissioner level about the math requirements and there may be some movement in that area.
- ii. The commissioners are discussing math and whether it is necessary to demonstrate Algebra II proficiency prior to taking a college-level class. Members pointed out that at the community college level, this is a barrier to both access and completion.
- iii. Jennie.hunter-cevera@mhec.gov is where FAC members can send questions and comments.

- iv. Dr. Hunter-Cevera warned that the economy and budget do not look good for next year.
 - v. Another area of discussion was collaboration. Dr. Hunter-Cevera replied that she is looking for collaboration at all levels of state education—public school, community colleges, and universities—as well as collaboration with business and industry, and even international collaboration.
- 4. Approval of minutes of April 21, 2015 FAC meeting - Ken Kerr
 - a. Minutes were approved
- 5. Old business
 - a. [Recommendations from Standards for Use of Adjunct Faculty Workgroup \(Issue #6\)](#) – Kathryn Jones: The group presented a written report detailing their recommendations. This report is posted on the MHEC FAC website. The FAC discussed the implications for member institutions if they were to implement the group’s recommendations. Richard Siciliano informed the Council that the FAC website has some resources from previous work on this issue. Additionally, the group clarified that unless the report specifically refers to “private” institutions, it can be assumed that reference is for public institutions. There was a recommendation from the FAC that the report would benefit from some specific recommendations, especially regarding adjunct pay scales. Furthermore, it was suggested that this document be seen as a proposal leading to negotiation, and as such, specifics could guide discussions leading to any agreements. A specific recommendation was the inclusion of the statement, “Adjunct faculty base compensation reach 75% of base pay of tenure track assistant professors as the percentage (75%) of function of course cost per credit at employing institution within a five-year period.”
 - i. Curt Raney moves that the group’s recommendations be amended with the inclusion of the Friendly amendment above, links to the FAC’s website, and links to the adjunct professional development group as

additional resources. Nichole Dombrowsky-Risser seconded. Discussion: Jolly Davis spoke against the inclusion of the friendly amendment. There was further discussion regarding the inclusion of a specific salary recommendation. Motion passed by voice vote.

- b. Faculty Recruitment and Retention (Issue #5a) and/or Faculty and Staff Development (Issue 5b) motion – Bill Talley: The group developed a draft of a survey that will go to member-institutions’ academic affairs requesting information about feedback on faculty mentoring, faculty development programs, recruitment of diverse/minority faculty, and a section with Leichert scale items regarding perceptions of the effectiveness of faculty professional development. The group’s intent is to administer the survey to chief academic officers by September 1, 2015.
 - i. A second charge to this group was to examine faculty retention and inquire about reasons for leaving. Work on this is on-going.
 - ii. Bill Talley requested that the group approve the concept and framework of the survey with the understanding that FAC will have an opportunity to review a final draft before it is administered using graduate students to make phone calls to the CAOs. Action on this item was temporarily suspended so that the Secretary of Higher Education could address us.
 - iii. The recommendation was passed by voice vote.
 - c. C. Student Exposure to Research Skills (Issue #6) no motion, no action.
 - d. Eight Year Regulatory Review (Issue #1) no motion, no action
 - e. Statewide Transfer Agreements in SB 740 (Issue #2) no motion, no action. Group report submitted for FAC review and comment.
 - f. Competency Based Education and Credit for Prior Learning (Issue#3) Submitted to Dr. Jennifer Frank who will follow-up with the group. The group considers its work complete and recommendations submitted.
6. Reports of any remaining Issues work groups (Please see [Division of Issues for FAC 2014-15](#) for the most current work group memberships.)

7. Elections of officers for 2015-16 (chair, vice-chair and secretary)
 - a. Chair: Nicole Dombrowski-Risser nominated by Jolly Davis. Seeing no other nominations the lone candidate was elected by acclamation
 - b. Vice Chair: Nayna Phillipsen nominated. Seeing no other nominations, the lone candidate was elected by acclamation
 - c. Secretary: Ken Kerr nominated, seeing no other nominations, the lone candidate was elected by acclamation.
 - d. The group recognized Jolly Davis for his leadership over the past years as chair and vice chair
8. Selection of venue and date for the June FAC luncheon.
 - a. June 2nd or June 9th were the dates most members were able to attend. After checking availability of Café Mezzanotte, a noon meeting on June 2nd was agreed upon.
9. Announcements and Adjournment – Meeting Adjourned at 3:53