



# **The Advance**

**A Newsletter for Montgomery College Part-Time Faculty**

**Produced by the Institute for Part-Time Faculty Institute**

**Sandra R. Brown, Editor & Layout**

**Fall 2017**

***This newsletter is for, by and about the part-time faculty of Montgomery College***

***Rockville Campus***

***Germantown Campus***

***Takoma Park Campus***

***Workforce Development***

## **About the Part-Time Faculty Institute**

Welcome to The Montgomery College Institute for Part-Time Faculty Engagement & Support.

Part-time faculty play a critically important role in the Montgomery College community. Montgomery College greatly values the contributions made by its part-time faculty members in achieving the educational mission of the College, and providing breadth, vibrancy, and flexibility in its programs. Students benefit markedly by the real-world expertise imparted by part-time faculty who represent a vast array of professional areas.

The Institute is designed to better incorporate the contributions made by part-time faculty into the essence of the College's operation as a dynamic institution of higher education. To realize this goal, resource centers are located on each campus. Part-time faculty associates will assist you in becoming acclimated to the many educational and institutional resources of Montgomery College. In addition, central services such as Human Resources, the core teaching and learning office (ELITE), and academic and counseling offices have been increasing their efforts to provide services to part-time faculty across the College. Indeed, all centralized offices are expending considerable energy on the key areas of orientation, professional development, discipline-specific engagement and recognition.

Under the guidance of an Institute director, **Dr. Antonio L. Thomas**, we are evolving into a vital hub of information and resources for part-time faculty on the campuses and in our Workforce Development & Continuing Education unit. Thank you for visiting our site. If you have ideas and suggestions about the website and the development of the Institute please contact us at 240-567-4545. <http://cms.montgomerycollege.edu/Part-TimeFacultyInstitute/>

## *IN THE NEWS*

### “Part-Time Faculty Passport to Student Success”

By

Liz Feldman

The Institute for Part-Time Faculty Engagement and Support hosted its first ever professional day conference. It was held on Saturday, August 19 at the BioScience Education Center on the Germantown campus. More than 200 part-time faculty members attended the all-day conference ‘Part-Time Faculty Passport to Student Success.’

In the past, new and returning part-time faculty members would attend either an onboarding or orientation session before the fall semester began. The all-day conference replaced these introductory sessions and by most accounts, it was a rousing success. Many part-time faculty members enjoyed the conference. They said it was well organized, and they learned a lot of information about the College’s initiatives and goals.

Antonio “Tango” Thomas is the director of the Institute for Part-Time Faculty Engagement and Support. He said the Institute wanted to create this type of conference for a long time.

“When the Institute began back in 2015, a number of departments and units from around the College wanted to know how they could get in front of the part-time faculty. The full-time faculty has that opportunity during professional week,” Thomas said, “so establishing this conference became one of the many priorities of the Institute.”

The goal of the conference was manifold. It was designed to get part-time faculty members more engaged and invested in the College by providing a platform for networking and training. The conference also focused on part-time faculty’s role at the College. The event was designed to provide critical information to part-time faculty members to ensure they achieve success in the classroom. If part-time faculty members achieve success, then the students have a better chance at succeeding in the classroom as well.

The day began with registration and a light breakfast. That was followed by the conference’s opening session. Part-time faculty members heard from a number of speakers including Montgomery College President, Dr. Rionne Pollard, who talked about the vital role part-time faculty members play at the College. Other speakers included Senior Vice President for Academic Affairs, Dr. Sanjay Rai. He spoke about some of the College’s academic initiatives such as reducing the (Drop-Fail-Withdraw, DFW) rates at the College. Some of the other speakers included Margaret Latimer, Vice President and Provost at the Germantown campus, a representative from the Registrar’s office, a spokesperson from the Office of Public Safety and Emergency Management, and a representative from the College program, ‘Achieving the Promise.’



After the speakers addressed the part-time faculty, members broke for lunch. During that time, part-time faculty members had a chance to explore some of the information tables set up on the first floor of the BioScience Education Center. Representatives from a number of College groups were present such as ELITE (E-Learning, Innovation, and Teaching Excellence), Disability Support Services, and Library Services to name just a few. The representatives answered any questions that part-time faculty members had about their services.



The second half of the conference featured breakout sessions, each one lasting nearly an hour. Part-time faculty members could choose three different sessions to attend in the afternoon. About a dozen different topics were offered. New part-time faculty members were required to attend one onboarding session where representatives from Human Resources & Strategic Talent Management (HRSTM) and the Institute for Part-Time Faculty Engagement and Support were on hand to share important information such as payroll and benefits, rank advancement, good faith consideration, and resources at the College.

Some of the other breakout sessions focused on a wide range of subjects such as preparing for the first day of class, utilizing formative assessments, and understanding how to use Blackboard. Other sessions addressed some of the College goals such as reducing DFW rates and ensuring student success in the classroom. Another session informed part-time faculty members about the new General Education curriculum. That session discussed specific features unique to General Education courses, such as signature assignments and integrative learning. As part-time faculty members rotated through these breakout sessions, they were exposed to teaching strategies, and they were provided with hands-on materials to help them in the classroom.

Besides the learning that took place, part-time faculty members walked away from the conference with some other benefits. “Part-time faculty members earned six hours of professional development, they were awarded a \$100 stipend, plus they got to learn what is happening across the College, and they had a chance to network with their colleagues,” Thomas said.

Lisa Dobbins is an administrative aide with the Institute for Part-Time Faculty Engagement and Support. She says a number of part-time faculty members came up to her and shared their thoughts about the conference. Dobbins recounted a couple of comments. She said one part-time faculty member told her, “I’ve learned more today than during my nine previous years at MC.” Another part-timer shared, “This may be the largest gathering of part-time faculty under one roof since I’ve been involved at the College.” Dobbins said overall the response to the conference was overwhelmingly positive. She said it was great to see so many part-time faculty members from across the College interacting together.

Plans already are in the works for a second conference before the start of the spring 2018 semester. The conference will be held on Saturday, January 13<sup>th</sup> at the BioScience Education Center on the Germantown campus from 8:30 AM-4:00 PM. Part-time faculty members are encouraged to sign up, especially members who did not attend the August conference. Here is a link to sign up for the spring conference: <https://www.surveymonkey.com/r/2NJ2VGS>

Participants will fill out a brief survey and once the survey is completed, they will be officially registered for the spring conference.

Here are a few more pictures from the conference:





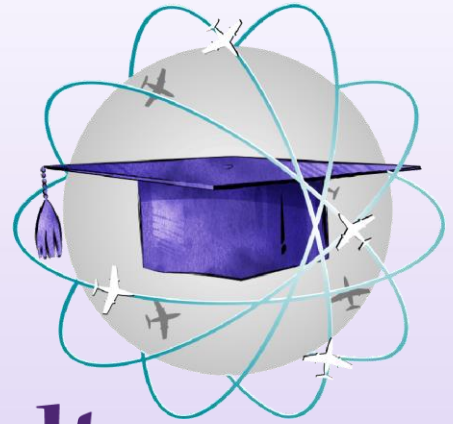






*Hope to see you at the next conference in January 2018!*

**The Montgomery College  
Institute for Part Time Faculty  
Engagement & Support**



# **Part Time Faculty Passport to Student Success 2018 Spring Semester Conference**

**A Professional Development Conference Day  
for ALL Montgomery College Part Time Faculty Members**  
(Including Continental Breakfast, Lunch, Snacks and  
multiple breakout sessions with a variety engaging topics)

**Saturday, January 13, 2018**

**8:30 a.m. - 4:00 p.m.**

**MC Germantown Campus / BE Building**

**Register Today at the link below**

) [S](#)

***MC PT Faculty who register and attend will receive  
professional development credits and stipend***



**For more information**  
Call 240-567-4545 then press 2 or 3  
email: [IPTFES@montgomerycollege.edu](mailto:IPTFES@montgomerycollege.edu)  
and visit our webpage at  
<http://cms.montgomerycollege.edu/ptfi/>



# FAQ



## Registering

All attendees will receive a stipend and professional development credits for participation

- ❑ **\$100.00 STIPEND**
- ❑ **Professional Development Credit**
- ❑ **Must register and attend ALL sessions to receive stipend and credit**

## Where:

MC Germantown Campus 20200 Observation Drive Germantown, MD / BE Building

## Register Here

For more information

Call 240-567-4545 then press 2 or 3

Email: [IPTFES@montgomerycollege.edu](mailto:IPTFES@montgomerycollege.edu)

and visit our webpage at

<http://cms.montgomerycollege.edu/ptfi>

The Institute would like for the Part-Time Faculty members to register for the upcoming PTF Spring 2018 Conference: Passport to Student Success on January 13th, 2018. The survey registration should only take a few minutes to fill out. You will receive a confirmation by the first week or so in December (2017).

Although we would like for all Part-Time Faculty members to sign up, priority will be given to those Part-Time Faculty members who did not attend the Fall 2017 conference (August 19th, 2017). However, if there is space available, we will randomly select from attendees who attended the Fall 2017 PTF Conference. You will receive a confirmation by the first week or so in December (2017). Here is the link:

<https://www.surveymonkey.com/r/2NJ2VGS>

We also need the previous conference attendees to fill out the Fall 2017 PTF Conference Evaluation survey.

The Institute would like for the Part-Time Faculty members who attended the conference on August 19th, 2017 to fill out this quick survey about your experience at the conference. The survey should take you only about five minutes or so. Here is the link:

<https://www.surveymonkey.com/r/9ZYC2BL>

# OPPORTUNITIES

## Focus Groups on The Rockville Campus

By

***Liz Feldman***

Last spring, the Institute for Part-Time Faculty Engagement and Support held a series of focus groups for part-time faculty members at the Rockville campus. The focus groups give part-time faculty members a chance to share issues, concerns, and positive developments taking place in the classroom.

The focus groups continued this fall. A handful of part-time faculty members attended each session. Participants brought up a number of ideas that the Institute is now examining. Members also learned more about the Institute, and found out important information about rank advancement, professional development, and some of the College's goals and initiatives.

The focus groups will resume in the spring of 2018. Part-time faculty members are encouraged to attend. The Institute wants to hear from members, and find out the best ways it can serve a part-time faculty member's needs. Look out for emails starting in February with the subject line 'Focus Group'. The email will detail the times and places for the spring focus groups. The meetings will take place on the Rockville campus.



## **We Are Appreciated**

**By**

**Soyini Ayanna Richards**

I have taught on the college level for over 18 years as an adjunct professor. Part-time professors rarely get the appreciation deserved. As we wrap up this school year and get ready for the holiday season, I would like to share opportunities to save from businesses who do appreciate us.

Retailers may offer classroom and book discounts, but other discounts are available to educators too. I compiled the list below from various websites and simply asking while shopping around town. The list consists of various stores, companies and services that offer discounts to educators. Policies may vary by location. Bring your Montgomery College ID shopping, call ahead, or check the fine print on websites before making a purchase to avoid frustration. Enjoy the savings. We are appreciated. Have a wonderful holiday season and break.

1. **Apple Store**
2. Office Depot
3. Office Max
4. FedEx Office
5. Sony
6. Staples
7. Joann Fabric
8. Michaels
9. The New York Times subscriptions
10. The Wall Street Journal subscriptions
11. National Geographic subscriptions
12. **Banana Republic**
13. Talbots
14. Easy Spirit
15. New York & Company
16. Many cell phone companies offer monthly discounts
17. **Farmers Insurance**



18. Walt Disney World Swan and Dolphin Hotel.
19. National Park Service
20. Amazon Education Publishing. You can publish and sell books, ebooks, audiobooks, and videos while retaining your creative control and owning your copyright. For every purchase, you will earn royalties.
21. Marriott Hotels: Discounts vary. Show your ID and say you're a local government employee.
22. Regal Theaters: in-theater only, \*depends on theater, usually 25% off
23. Pizza Hut: 10%-20% off
24. General Motors Vehicle Purchases
25. Local Museums. Many offer an educator discount.





## *TEACHER APPRECIATION*

### *A STUDENT'S PERSPECTIVE*

By

*Lindsay Powers, MC Student*

My goal to make the leap from community journalism to wildlife conservation often feels like a hazy, far-off destination. But this summer, I got the opportunity to peer into the curious pond life on Montgomery College's Rockville campus and dip my toes into environmental science research.

When I imagine a career in wildlife conservation, I often focus on mammals such as wolves and elephants. My research project for SCIR297, however, had me searching a microscopic realm in the campus' storm water management pond and introduced me to a diverse cast of organisms.

Following in the footsteps of past students whose research focused on the pond, I proposed trying to determine if the composition of microorganisms varied in different areas of the pond as the water traveled from the inlet to the outlet, presumably losing pollutants that were filtered out along the way. Working with Dr. Esat Atikkan, I took samples of the water (slightly improving my net-throwing ability over time) in the area closest to the inlet where pollutants entered along with storm water, two middle sections of the pond, and the area closest to the outlet.

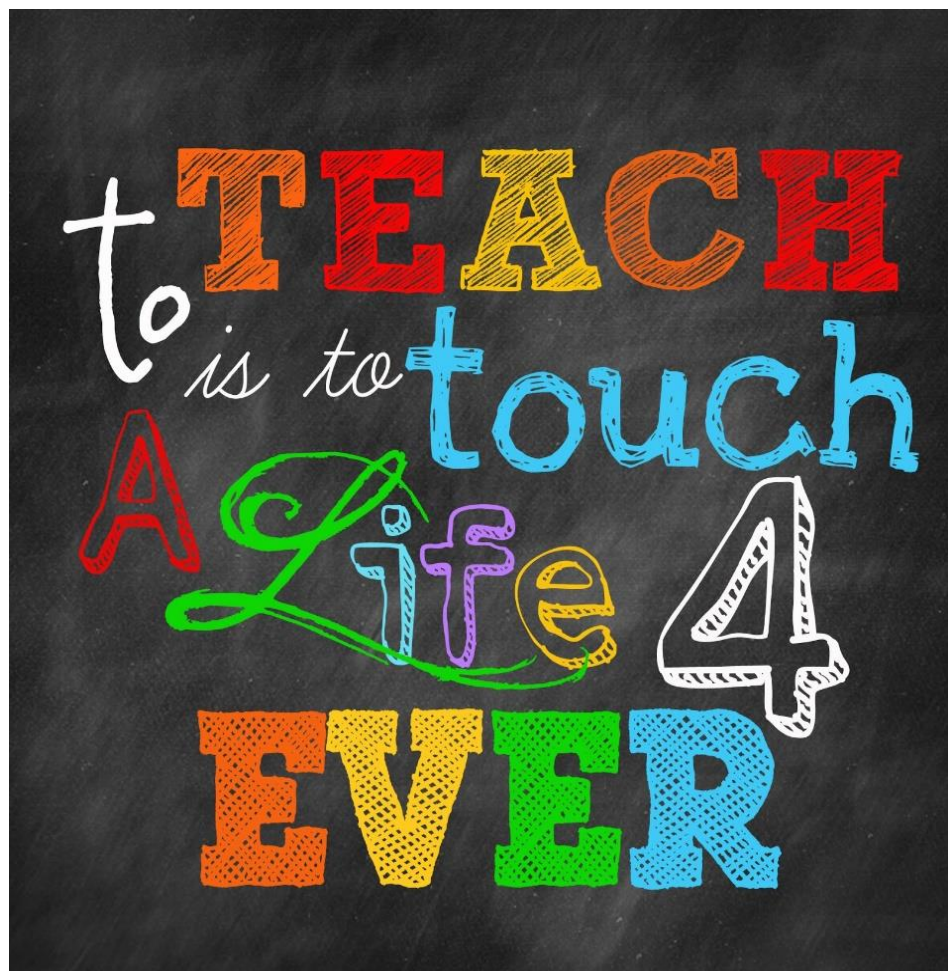
Over several weeks examining samples under the microscope, I would come across reoccurring characters like daphnia, copepods, rotifers and spirogyra, as well as new and less frequent appearances of nematodes, planarians and unidentified organisms such as "spiral-shaped alien with red eye." I found that there was a lively natural circus in the pond I had passed dozens of times the previous semester without a thought.

As a journalist, a large part of my job was asking a lot questions and working hard to find truthful answers. While there are some similarities between my previous roles and the roles I hope to take on in the future, before this summer I had not yet had the chance to develop a question about the environment around me and then get my hands dirty trying to find the answer. I am grateful I got to work on this small but interesting project, including collecting samples, identifying microorganisms, testing for phosphate and nitrate levels, using a centrifuge, and combing the data for any trends big or small.

I am also grateful for Dr. Atikkan's emphasis on asking questions in research. The results of my research project did not reveal any trends that would support my hypothesis that the cleaner water near the outlet would hold a greater diversity of microorganisms. But I still recognize that my question was one worth

pursuing and I learned about, or was reminded of, the steps necessary to try to answer a scientific question with an organized, consistent and thorough approach.

I hope in the future to participate in and write about wildlife conservation research. This goal will require me to learn a lot about the environmental science field, of which I have only just scratched the surface. But my time this past spring and summer at Montgomery College studying environmental science, and particularly this research course, has been an encouraging step.



**MC Alumni won NASA Space-Race Competition**

**Article by Siham S. Eldadah**  
**Part-Time Adjunct/World Languages and Philosophy**

Determined to be successful in his studies at Montgomery College, Mustafa Sharif enrolled in the fall of 2010 in the well-known MC Engineering Program. He received his Associate Degree in General Engineering in May 2013. Mustafa attributed the strength of his background in Engineering to the faculty for their dedication and to Dr. Day, his counselor, who directed him to pursue his dream to specialize in Biomedical engineering at George Washington University. With this strong support, he was admitted at George Washington Biomedical engineering as his major with minor in Biophysics in the fall of 2013. With his highly successful studies in this program, Mustafa received his Bachelor of Science Degree that qualified him to be admitted in the fall of 2015 at Johns Hopkins University to pursue his studies for a Master's Degree in Biotechnology – Enterprise Concentration Program.

The research connected to this program allowed Mustafa to acquire the knowledge to apply Super Hydrophobic Technology for biomedical applications. After months of hard work and incredible innovation, Mustafa and his team established Genetoo Inc. Its core function relies on a patent developed by NASA and offered for scientific research and applications

Genetoo applied to participate in the start-up of SPACE-RACE Competition organized by the Center for Advancing Innovation (CAI) and sponsored by NASA. The competition offered scientific innovation opportunities to scientists and researchers nationwide. Mustafa and his team won this CAI-NASA program where start-ups have been challenged to adapt NASA space technology into modern day business ideas. Mustafa Genetoo successfully rose to this challenge by winning it.

For further information please visit:

JHU Krieger School News: <http://advanced.jhu.edu/blog/among-the-winners-of-the-nasa-cai-space-race-competition/>

JHU Montgomery County News: <http://mcc.jhu.edu/news/three-biotech-students-win-nasa-space-race-startup-challenge>

Genetoo Link: <http://www.genetoo.com>



*Mustafa is second from left in the photograph*





## Rank Advancement Update & New Pay Scale

By

**Liz Feldman**

Part-time faculty members saw a bump in pay this fall. This occurred after the Montgomery College Board of Trustees ratified the collective bargaining agreement with SEIU Local500, which represents part-time faculty at the College. The ratification took place on June 21, 2017 about a month after the union membership approved the new contract. The three-year agreement runs from the fall of 2017 until the spring of 2020.

Here is the updated pay scale for part-time faculty members. The amounts listed are for (1) equivalent semester hour (ESH). Many courses offered at the College are 3 or 4 ESH.

	Academic Year 2017-2018	Academic Year 2018-2019	Academic Year 2019-2020
Lecturer	\$1,105	\$1,155	\$1,205
Adjunct I	\$1,195	\$1,250	\$1,305
Adjunct II	\$1,275	\$1,335	\$1,395

The new union contract also includes an opportunity for part-time faculty members who are at the Adjunct II level to get a pay raise. Part-time faculty members who have been at the Adjunct II level for three academic years (whether for one or both semesters) and have completed nine hours of professional development training while at the Adjunct II level will receive an additional 1% raise beginning in the fourth year of service at the Adjunct II level. This new designation is called Adjunct II\*. The pay for the 2017-2018 academic year for an Adjunct II\* is \$1,288 per ESH.

The deadline to apply for rank advancement for Adjunct II\* for the fall semester was extended to October 14<sup>th</sup>. Part-time faculty members who applied by the deadline and qualified for rank advancement received a pay increase that was retroactive to the start of the fall semester.

Part-time faculty members at the Adjunct II level who may be eligible for rank advancement should consider filling out the rank advancement form. Here is a link to the Human Resources and Strategic Talent Management page for forms. The one for rank advancement is listed 12<sup>th</sup> on this list.

<https://cms.montgomerycollege.edu/EDU/Department.aspx?id=20824>

## ***FYI – DELAYED OPENINGS***

**To:** Montgomery College Community  
**From:** Shawn D. Harrison, Director, Office of Public Safety and Emergency Management  
**Subject:** Delayed Opening or Closure of College Facilities for Emergency Situations and Inclement Weather Events

**Date:** November 28, 2017

As the winter season approaches, it is important to know the options available to quickly obtain up-to-date information on Montgomery College closings or delays due to inclement weather or other emergency situations. Please retain this information for reference. MC students and employees are automatically subscribed to MC Alert via their MyMC login. The default delivery method is a student or employee email issued by the College. **The College strongly encourages students and employees to register to receive text messages to your cell phones and emails to your non-MC accounts.** Visit the MC Alert page [here](#) and click on the MC Alert icon to update your information if you have not done so already.

Notices about closings, delays or building access are also provided via:

- [MC webpage](#)
- Local television and radio stations including MCTV
- College voicemail
- Facebook: <https://www.facebook.com/montgomerycollege>
- Twitter: <https://twitter.com/montgomerycoll>

If the College experiences a delayed opening, all facilities and buildings (including parking lots/parking garages) will be open for general occupancy 30 minutes prior to the beginning of delayed opening announcement times. As an example, if the College has a delayed opening notification announcing that the College will open for business or classes at 10 a.m., the campus facilities and buildings will be unlocked and available at 9:30 a.m. on that day.

When the College is officially closed or the opening of the College is delayed, non-essential employees are not authorized to be on the campus due to safety concerns. Only essential personnel are permitted on College campuses during periods of closure.

The buildings where the safety and security offices are located remain open and available regardless of start time. Listed below are the locations for each campus:

- Germantown Campus SA 282 - Science and Applied Studies Building (240-567-7777)
- Rockville Campus CB 101 - Counseling and Advising Building (240-567-5111)
- Takoma Park/Silver Spring East Campus ST 117 - Charlene R. Nunley Student Services Center (240-567-1600)
- Takoma Park/Silver Spring West Campus HS Lobby - Health Sciences Building (240-567-5555)

Decisions to close the College or delay opening are made by the senior vice president for administrative and fiscal services. These decisions are made after consulting with collegewide administrative, campus facilities, and security staff. As early as possible, the Office of Communications notifies the media and the College community of any changes to hours of operation. If no announcement is made, assume the College is open.

Unless otherwise notified, employees located at off-campus sites such as the OITB, Corporate Boulevard, Standish Place, WD&CE regional centers, and Community Engagement Centers should report to work at the delayed opening start times that are communicated via College communications.

Should you have any questions or require additional information, please do not hesitate to contact me at [shawn.harrison@montgomerycollege.edu](mailto:shawn.harrison@montgomerycollege.edu) or 240-567-4292.



***Be alert and stay warm!***

## **FYI – OUTSTANDING FACULTY AWARDS**

**To:** Montgomery College Community  
**From:** Dr. Sanjay Rai, Senior Vice President for Academic Affairs; Dr. Monica Brown, Senior Vice President for Student Affairs

**Subject:** Outstanding Faculty Awards

**Date:** November 30, 2017

We are very pleased to announce the nomination process for the Outstanding Faculty Awards for the 2017–2018 academic year.

The purpose of this program is to recognize individual full- and part-time faculty members who exemplify the excellence that characterizes the entire Montgomery College faculty. For the current year, each faculty member recognized with an Outstanding Faculty Award will receive a one-time payment of \$2,000. Awardees receiving the Full-Time Faculty of the Year and Part-Time Faculty of the Year awards will receive \$5,000 each. A committee of faculty and administrators, representing each campus and central services, will review all nominations and recommend awardees.

We encourage you to consider nominating one of our many outstanding College faculty members for this special recognition. The nomination process has moved completely online and can be found at <http://staging.montgomerycollege.edu/facultyawards/>. Please visit the webpage for more information about the process, the timeline, and the requirements. **All nominations are due by Thursday, March 1, 2018, 11:59 p.m.**

Please send your questions via e-mail to [OFACommittee@montgomerycollege.edu](mailto:OFACommittee@montgomerycollege.edu).

[Previous Awardees](#)

<http://cms.montgomerycollege.edu/facultyawards/>





## Contact Us at the Part-Time Institute

### Institute Director:

Dr. Antonio "Tango" Thomas, Director  
240-567-4082, email: [antonio.thomas@montgomerycollege.edu](mailto:antonio.thomas@montgomerycollege.edu)

### Administrative Assistants:

Lisa Dobbins, *Rockville* [240-567-5242](tel:240-567-5242)  
Geneva Gray, *Rockville* [240-567-5242](tel:240-567-5242)  
Mary O'Banner, *TP/SS* [240-567-5879](tel:240-567-5879)  
Michael Thomas, *TP/SS* [240-567-5614](tel:240-567-5614)

### Part-Time Faculty Associates (AY 2017-18):

Professor Elizabeth Feldman, *Rockville* email: [elizabeth.feldman@montgomerycollege.edu](mailto:elizabeth.feldman@montgomerycollege.edu)  
Professor Eric Grosse, *Rockville* email: [eric.gross@montgomerycollege.edu](mailto:eric.gross@montgomerycollege.edu)  
Professor Sarah Jorgensen, *Rockville* email: [sarah.jorgensen@montgomerycollege.edu](mailto:sarah.jorgensen@montgomerycollege.edu)  
Professor Joel Levine, *WD&CE & Takoma Park/Silver Spring*  
email: [joel.levine@montgomerycollege.edu](mailto:joel.levine@montgomerycollege.edu)  
Professor Carlos Molina-Rosales, *Rockville* email: [carlos.molina@montgomerycollege.edu](mailto:carlos.molina@montgomerycollege.edu)  
Professor Jon Pointer, *Germantown* email: [jon.pointer@montgomerycollege.edu](mailto:jon.pointer@montgomerycollege.edu)  
Professor Jane Smith, *Germantown* email: [jane.smith@montgomerycollege.edu](mailto:jane.smith@montgomerycollege.edu)

## LOCATIONS

### GERMANTOWN:

#### Humanities and Social Sciences Building

Room 185  
20200 Observation Drive  
Germantown, MD 20876  
[240-567-7712](tel:240-567-7712)

### ROCKVILLE:

#### Humanities Building

Room 008  
51 Mannakee Street  
Rockville, MD 20850  
[240-567-5242](tel:240-567-5242)

## **TAKOMA PARK/SILVER SPRING:**

### **Resource Center**

Room 112  
7600 Takoma Avenue  
Takoma Park, Maryland 20912  
[240-567-1300](tel:240-567-1300)

## **WD&CE:**

### **Gaithersburg Business Training Center**

12 South Summit Avenue  
Gaithersburg, MD 20877  
[240-567-1863](tel:240-567-1863)

### **Westfield South Center**

11002 Veirs Mill Rd, 306  
Wheaton, MD 20902  
[240-567-5188](tel:240-567-5188)

***“Together, we will change lives”***

**Part-Time faculty at Montgomery College play a critical role in promoting the academic excellence of the institution.**

**Comments, questions, or interested in contributing to The Advance? I would like to have more Part-Time Faculty Profiles. Please contact, *Sandra R. Brown* at**

**[sandra.brown@montgomerycollege.edu](mailto:sandra.brown@montgomerycollege.edu)**

**The next issue is scheduled to be distributed March 30, 2018.**

