



The Advance

A Newsletter for Montgomery College Part-Time Faculty

Produced by the Institute for Part-Time Faculty Institute

Sandra R. Brown, Editor & Layout

Spring 2018

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/>

HIGHLIGHTS FROM PART-TIME FACULTY SPRING 2018 CONFERENCE

Passport to Students Success

By Carlos M. Molina Rosales

Loyal to its mission of being a vital and dependable hub of job-related information and resources for part-time faculty, professional excellence and opportunity for growth, the Institute for Part-Time Faculty Engagement and Support held its *Part-Time Faculty Spring Conference* on Saturday, January 13, 2018. The Institute, consistent and committed to increasing our Part-Time Faculty's efficiency through high standards of service and interest at heart for our students' success, provided the occasion where part-time faculty had discretionary choices of professional development sessions that further their interests aligned with the college's interests. Despite the inclement weather, there was an impressive presence of part-time faculty members who enjoyed of an excellent and welcoming networking and learning atmosphere.

The Conference included the presence of college administrators who spoke about aspects pertinent to the academic goals Montgomery College has in place. Of importance was the information shared by Dr. DeRionne P. Pollard, President; Dr. Sanjay K. Rai, Senior Vice President for Academic Affairs; and, Dr. Carolyn Terry, Associate Vice President for Academic Affairs. In general terms, the college administrators addressed aspects such as the goals to increase the graduation rate, and the transfer rate of first-time and full-time students; the need to reduce the time and the cost of completion; the academic objectives to align the offering of MC programs with workforce need and transfer requirements; and of the material importance part-time faculty has in reaching these goals.

For his part, Dr. Antonio "Tango" Thomas said the Institute is making every effort to promote an organizational climate prone to the engagement of the part-time faculty, with enough information for them to have a clarity on their role and a line-of-sight on their own professional future and Montgomery College's mission and objectives.

Furthermore, the spring conference included representation from different college departments in charge of providing service and instructional support to part-time faculty, including but not limited to CPOD & ELITE, HRSTM Staff, College Library, Counseling and Advising, and STEM.

In addition, the break-out sessions aimed to inspire and foster engagement through providing access to information and instructional tools for our part-time faculty to perform at the top of their abilities and be happy about it.

Finally, the Institute's director, Dr. Thomas, in a candid, interactive, dynamic and warm closing session, thanked all speakers, Union members, staff, instructors and attendees for their important presence and participation in the event.



SPRING 2018

MONTGOMERY COLLEGE
PART TIME FACULTY
2018 RECOGNITION AND
APPRECIATION RECEPTIONS

Germantown Campus – Monday, April 30

BE Building, Rm 151/152

Rockville Campus – Tuesday, May 1

Theatre Arts Arena, TA 156

TP/SS Campus, Wednesday, May 2

Cafritz Art Center Lobby

*** WD&CE Faculty join in at any campus***

All Receptions held from 5-7 PM

***Hosted by the Montgomery College
Institute for Part Time Faculty Engagement & Support***

For additional information Email:

IPTFES@montgomerycollege.edu

PART-TIME FACULTY

PROFILES

Montgomery College's Part-Time Faculty has shown how talented and resourceful they are. Here is a glimpse of some of the activities our part-time faculty has been engaged.

MEET:

Dr. Regennia N. Williams



Part-Time Faculty Associate, Takoma Park / Silver Spring
Part-Time Instructor, Workforce Development & Continuing Education - Lifelong Learning Institute

If you have an interest in American history, African American history and culture, oral history, and continuing education, then there is a very good chance that Dr. Regennia N. Williams has designed a course that you might enjoy. Since the Fall of 2016, her first term as a part-time instructor in the Lifelong Learning Institute and the opening season for the National Museum of African American History, Dr. Williams has taught non-credit courses in “African American History to 1865,” “The Jazz Age and the Harlem Renaissance,” and “Ella Fitzgerald and Lena Horne: 100 Years with the First Ladies of Vocal Jazz.” In 2018, she also looks forward to teaching several new courses in the “Listen Up” series, which focuses on African American history as seen through the lens of African American secular and sacred music, and an oral history course, “Narration and Improvisation: An Oral History of Jazz in Montgomery County.”

cont. Part-Time Faculty Profile: Dr. Regennia Williams

Always in search of ways to make her history courses come alive for her students, Dr. Williams planned fieldtrips to the Smithsonian's National Museum of African American History and Culture (2016 and 2017) and the National Museum of American History (2017 and 2018).

A native of Cleveland, Ohio who currently resides in Takoma Park, Maryland, Dr. Williams likes to say that her LLI teaching responsibilities have allow her to enjoy a grand tour of many parts of her new home county. Already, her courses have taken her to Rockville, Gaithersburg, and Wheaton. Needless to say, however, she is extremely proud to serve as a Part-Time Faculty Associate on the Takoma Park/Silver Spring campus, which is within walking distance of her home, The Takoma Park Metro Station, and Busboys and Poets—her favorite restaurant and hang-out spot.

In addition to interacting with faculty and staff colleagues in the TP/SS Part-Time Faculty Resource Center and assisting with some components of the Institute of Part-Time Faculty Engagement and Support's annual "Passport to Student Success" Conference, Dr. Williams also represents the Institute as a member of the E-learning Innovation and Teaching Excellence (ELITE) Work Group. This year, her special project for the Institute involves designing e-Portfolios that showcase part-time faculty members' professional development, scholarship, service to their communities and professions, teaching improvement, and career advancement.

Dr. Williams holds a BA in Urban Studies, a BA in Liberal Studies, an MPA in Public Administration, an MNAL in Nonprofit Administration and Leadership, and a PhD in Social History and Policy. She is an independent consultant, an author, an educator, a historian, and the founder and director of The RASHAD Center, Inc., a Maryland-based nonprofit organization.

In addition to her teaching, Dr. Williams is interested is developing international programs and partnerships that will benefit post-secondary, students, faculty, and staff. In 2010, she was a Visiting Fulbright Scholar at Nigeria's Obafemi Awolowo University, and in 2017 she was approved for the Fulbright Specialist Roster. Other research-related travels have taken her to Canada, Austria, China, France, and South Africa, and, for the summer of 2018, she has been invited to teach an oral history seminar at the University of the Free State in Qwaqwa.

Dr. Williams has conceived, organized, and directed numerous public programs and academic conferences and symposia, including those related to the works of Langston Hughes (2002), W.E.B. Du Bois (2003), Karla F C Holloway (2005), Zora Neale Hurston (2012), and Duke Ellington (2013). For 23 years, she served as a faculty member in the Department of History at Cleveland State University. She relocated to the Washington D.C. Metropolitan Area in 2016.

Her published works include books, book chapters, and articles in scholarly journals, newspapers, and magazines. Dr. Williams is the founder and editor of *The Journal of Traditions & Beliefs* and the *Traditions & Beliefs* Newsletter. She is the co-author (with the Rev. Dr. Sandra Butler-Truesdale) of the forthcoming (2018) *Washington, DC Jazz* book for Arcadia Publishing's "Images of America" series.

Dr. Williams and her class in action:



1. The National Museum of African American History and Culture
2. Dr. Lonnie Bunch (second from left) is the founding director of the National Museum of African American History and Culture. He is pictured here --in front of Chuck Berry's Cadillac Eldorado--with members of the "Ella and Lena" class during their fall 2017 Museum visit.
3. Catherine Keen (third from left) is an Associate Curator at the National Museum of American History. She is pictured here in the Museum's Archives Center with Montgomery College students who are examining materials from the Ella Fitzgerald Collection.

MEET:

Professor Adele Steiner Brown



Adele Steiner Brown, poet, writer, and teacher, received her BA and MFA from the University of Maryland. She teaches at Montgomery College and for the Maryland State Arts Council, and she has been a writing coach for the UMUC graduate Writing Program as well as a host for the Café Muse Poetry Series. Her poetry has won awards and has been published in *The Maryland Poetry Review*, *Gargoyle*, *So To Speak*, *Smartish Pace*; two books, ***Freshwater Pearls*** and ***The Moon Lighting***; and a writing workshop book, ***Look Ma, “Hands” on Poetry***.

cont. Part-Time Faculty Profile: Professor Adele Brown

Recently, Professor Brown worked on a creative writing (poetry) project on Kent Island as part of the MD Arts Council's Arts in Education Program back in January 2018. One of her students, Sarah Miles, was selected by First Lady, Ms. Hogan, for a first place poetry and art award for her Echphrastic Poem, "Fireflies" based on the Van Gogh painting, "Starry Night." The awards ceremony took place on March 19 at the MD House of Delegates, and Prof. Brown presented for the event along with her student's family. Below are pictures taken at the Awards Ceremony.



(To the Left) Student, Sarah Miles, the Maryland Arts Council's Arts in Education Director, Chris Steward, and Professor Brown; (Below) Sarah and the first lady, Ms. Hogan



MEET:

Professor Michael Brzezniak



Fun and Games—Meet Part-Time Professor Michael Brzezniak

By,

Liz Feldman

Whoever said life's not all fun and games probably never got a chance to take a class with Media Arts and Technologies part-time professor Michael Brzezniak. He knows a thing or two about games. After all, Brzezniak is a lifelong gamer, and he is passing on his passion and expertise to students at Montgomery College.

Brzezniak teaches 'Game Programming' (Tech 225) and 'Introduction to Animation' (GDES 140) at the College. 'Game Programming' is part of the Interactive Technologies program, and 'Introduction to Animation' is offered through Graphic Design and Illustration. Brzezniak has been teaching at the College since 2014. He previously taught several introductory Computer Applications classes at the College.

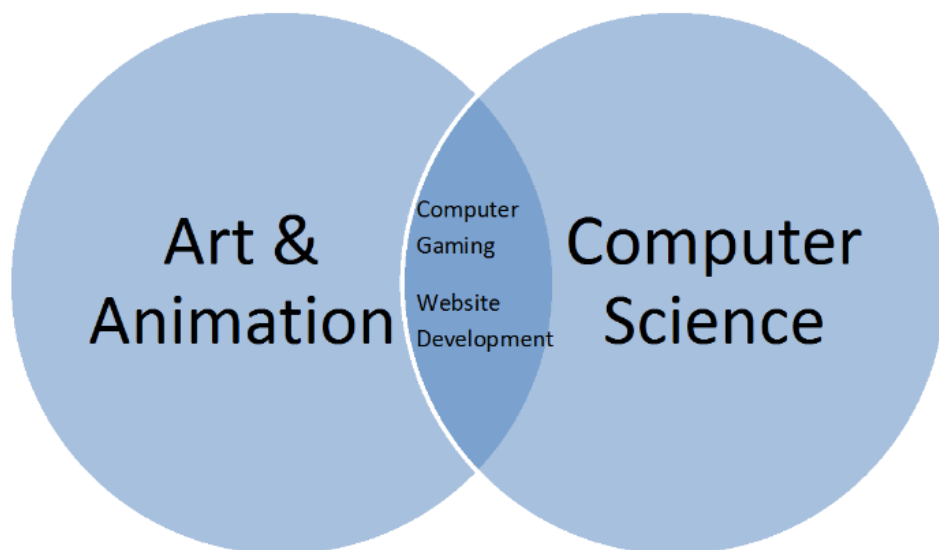
As one can imagine, a course about game programming is a lot of fun. However, it is not for every student. Brzezniak says students need certain skills to be successful.

cont. Part-Time Faculty Profile: Professor Michael Brzezniak

“I think gaming is where art meets technology head on. Tech 225 has both a math pre-requisite and a course pre-requisite (GDES 140/CMAP 125). Gaming is a multidisciplinary field that requires a jack-of-all trades mentality. It's where the skills of artists, writers, programmers and musicians come together to produce unique and interactive items,” Brzezniak said.

He says students who are strong in math can be a successful computer game programmer, but math alone is not enough.

“Mathematic skills when applied to computer graphics are a creative endeavor. To be a good computer game programmer and designer you need logic and mathematics. You need the ability to understand the numbers behind the system. However, you also need the creative element. Programming is more like Art and Writing in the creative disciplines. In all three endeavors, you start with a blank page. The programmer fills it with code, the animator fills it with pictures and the writer fills it with words. Without creativity you just get calculator programs and scientific formulas. Think of Computer Science and Art intersecting in a large Venn diagram. It takes creativity, mathematics, style and logic all rolled up into one discipline. It's in the intersection of the two disciplines where I function,” Brzezniak said.



Students who obtain knowledge in computer graphics and gaming can pursue a variety of careers.

“Understanding computer graphics and programming is fundamental to many fields. Computer gaming being one of them, but also Geographic Information System (GIS), Mapping Technology, Cyber Security and many other fields,” Brzezniak explained.

cont. Part-Time Faculty Profile: Professor Michael Brzezniak

Brzezniak has been involved with games his whole life. He played computer games when they first came out on the Apple IIe. He has continued to play games on other systems such as Nintendo, PlayStation, X-box, and mobile devices.

However, there is a serious and studious side to Brzezniak. He attended Genesee Community College in upstate New York, and then he completed his undergraduate degree at the University of Buffalo. When his family moved to Maryland, he completed his Masters of Science degree in cyber security at UMUC (University of Maryland, University College). He has had a number of jobs working for the federal government, the Defense Department, and educational institutions. He has experience working with satellite technology, radar technology, and graphic technology. When he is not teaching, Brzezniak currently works for the federal government. His job involves computer work with the security industry.

Brzezniak is married and has three children. His wife works for the military. He says he has moved around the country for her career.

As Brzezniak looks towards the future, he wants to continue teaching, and share his knowledge and experience with his students. He also is excited to see what will happen next in the gaming field. He has witnessed how the gaming industry has evolved over the years and says there are breathtaking inventions yet to come.

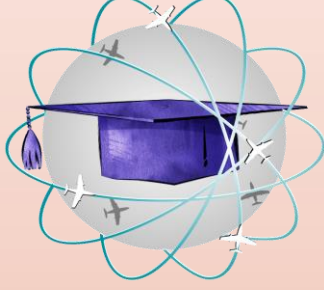
“I've watched the computer industry grow from a few companies into a multi-billion global industry. I've watched it grow from green and white games (old green and white monitors) to virtual reality. Every time it reaches a new technology level it grows into something new. When I visited Japan a few years ago I went to Squaresoft's offices in Tokyo and saw a 3D hologram being displayed of a Final Fantasy character. If you think technology is going to peak with virtual technology, you haven't seen anything yet,” Brzezniak said.

That is great news for gamers who cannot wait to see what the future holds. Brzezniak and his students are helping shape that future right here at Montgomery College.

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

presents

Explore



Charting The Pathways Towards Student Success

**A Professional Development Conference Day for
ALL Montgomery College Part Time Faculty Members**

*(Includes Continental Breakfast, Lunch, Snacks and
multiple breakout sessions with a variety engaging topics)*

Saturday, August 18, 2018

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

MC Germantown Campus / BE Building

Bring you “*Institute Passport*” to be stamped!



For more information
Call 240-567-4545 then Press 2 or 3
email: IPTFES@montgomerycollege.edu
and visit our webpage at
<http://cms.montgomerycollege.edu/ptfi/>

FAQ

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

- ❑ **\$100.00 STIPEND**
- ❑ **Professional Development Credit**
- ❑ **Must register and attend the entire conference day including 3 break out sessions to receive the stipend and professional development credits**

Where:

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

Register Here: <https://www.surveymonkey.com/r/WQHFTQ> (Ctrl+Click to follow link)

For more information

Call 240-567-4545 then Press 2 or 3

email: IPTFES@montgomerycollege.edu

and visit our webpage at

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

FOR YOUR INFORMATION

Montgomery College's Code of Ethics and Employee Conduct

By Liz Feldman

Typically businesses and organizations have an established code of conduct or code of ethics that they expect their employees will follow. The code usually reflects an organization's values. It provides a guideline of how employees should behave in the workplace and the standards the organization deems are important.

Students at Montgomery College have long had a Code of Conduct. The Student Code was initially adopted in 1985 and has been updated several times since then. Now the College has a policy that outlines a Code of Conduct for its employees.

In June 2017, the Board of Trustees adopted policy 31000. This policy outlines the College's Code of Ethics and Employee Conduct. The purpose of the policy is to outline and memorialize the ethical standards for faculty, staff, and administrators. These include accountability, civility and collegiality, compliance, fairness, honesty, respect, and stewardship. The policy provides guidance to employees and helps them make ethical decisions. It also reminds employees to treat one another with respect and professionalism. The policy reflects Montgomery College's mission, vision, and values. It also outlines standards employees should follow to create a safe atmosphere for teaching, learning, and working.

The idea for establishing an Employee Code of Conduct dates back to 2013. The Common Employee Experience Committee presented its recommendations to the College leadership. However, there was no evident movement forward on the recommendations to specifically adopt a Code of Conduct. The following year, the College's new governance system was put in place, and a constituent reached out to the Employee Services Council. That constituent expressed an interest in reviving the idea of an Employee Code of Conduct. The committee began its work. In 2014, and then again in 2015, the College's Ombudsman urged the College to establish an Employee Code of Conduct. In 2016, the College Council unanimously approved the draft for the Code and forwarded it to Montgomery College President, Dr. DeRionne Pollard. The new College policy was officially adopted by the Board of Trustees on June 19, 2017.

cont. Article: Code of Ethics and Employee Conduct

Part-time faculty members are expected to adhere to the College's Code of Ethics and Employee Conduct. A question that often comes up is what should an employee do if he or she observes potential wrongdoing or an ethical violation? The College expects all employees to report violations and report them in a timely way, so it can act quickly and respond to any issues.

Employees with ethical concerns are encouraged to speak with their supervisors. However, if they are uncomfortable speaking to a manager or supervisor, employees can anonymously report any ethical violations they observe. Montgomery College has a new reporting line called *EthicsPoint*. It is a confidential and anonymous third-party reporting line. The telephone number for EthicsPoint is 844-572-2198. The web address is:

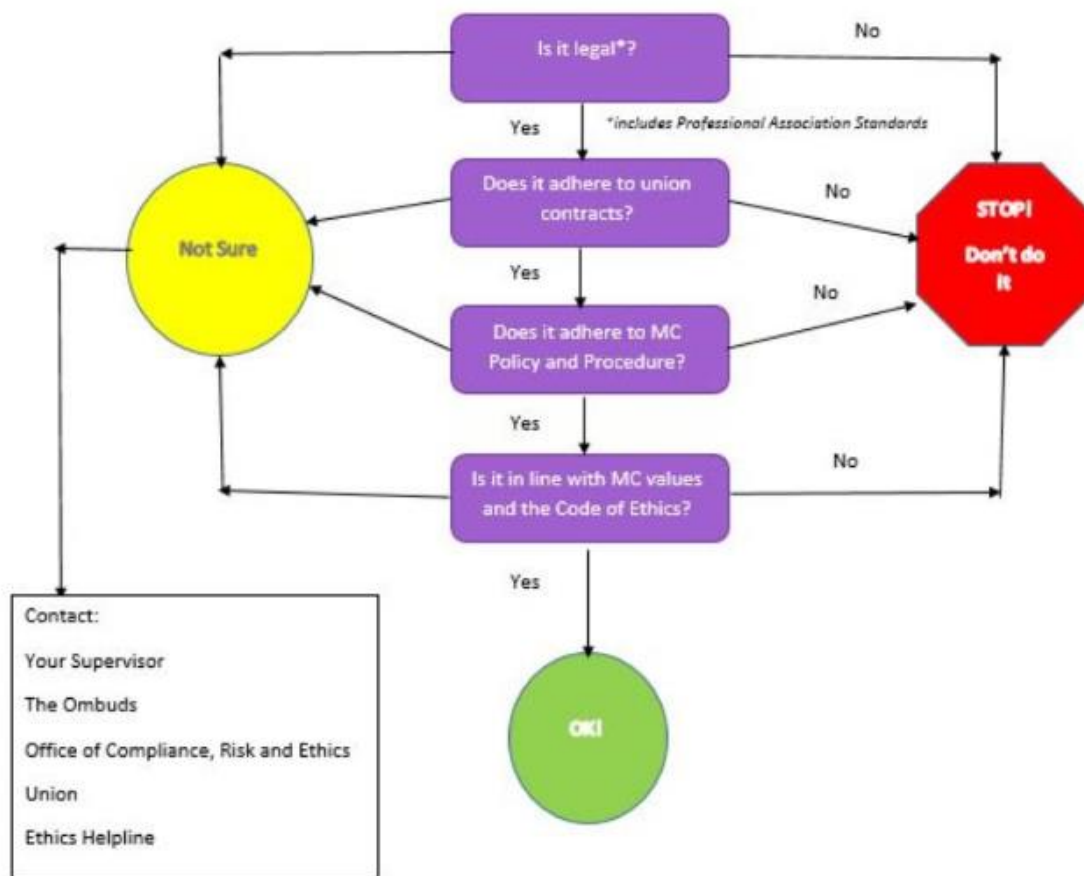
www.montgomerycollege.ethicspoint.com

The College is committed to protecting individuals who in good faith report violations. The administration has made it clear that retaliation against an employee who reports a violation will not be tolerated.

Another question that frequently comes up is how is the Code of Ethics and Employee Conduct being enforced? The College takes action and holds itself accountable when wrongdoing occurs. The enforcement of the Code of Ethics and Employee Standards of Conduct is achieved through the existing policies and procedures that govern the operations of the College. Violations of the Code of Ethics and Employee Standards of Conduct will be disciplined as specified in the associated policy and procedure. (*continued*)

cont. Article: Code of Ethics and Employee Conduct

Here is a simple chart that can provide part-time faculty members with some general guidance when issues or concerns arise.



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

MASS CASUALTY EXERCISE

ACTIVE SHOOTER SCENARIO **Rockville Campus**

THURSDAY MAY 3RD, 2018

10:00 AM TO 2:00 PM

- County Wide Readiness Training
- Classes held as usual
- Please inform your students
- More information to come

LET'S BE PREPARED!

The Institute for Part-Time Faculty Engagement and Support wants to hear from you! Please share your experiences and perspectives by completing the part-time faculty surveys noted below.

Each survey was created by part-time faculty members and will be used to inform future decision making. Use your cell phone, tablet, computer, or other internet-capable device to get started.

Internet site for Montgomery College Part-Time Faculty surveys:

- <https://www.surveymonkey.com/r/PTF-onboarding>
- <https://www.surveymonkey.com/r/PTF-space>
- <https://www.surveymonkey.com/r/PTF-virtual>
- <https://www.surveymonkey.com/r/PTF-engagement>
- <https://www.surveymonkey.com/r/PTF-Programs>
- <https://www.surveymonkey.com/r/PTF-Job>
- <https://www.surveymonkey.com/r/PTF-communications>

Additional Surveys

PTF Conferences:

If you registered for the **Spring 2018 PTF Conference** (January 13, 2018) and did not get a chance to provide feedback, we would love to get your feedback whether you attended or not. Here's the link:

<https://www.surveymonkey.com/r/SP18PTFconference>

If you attended the **Fall 2017 PTF Conference** (August 19, 2017) but did not get a chance to provide feedback, here is the link:

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

Your voice counts! Thank you for sharing your experiences and perspectives.

Contact Us at the Part-Time Institute

Institute Director:

Dr. Antonio "Tango" Thomas, Director
240-567-4082, email: 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
Professor Eric Grosse, *Rockville* email: eric.gross@montgomerycollege.edu
Professor Sarah Jorgensen, *Rockville* email: sarah.jorgensen@montgomerycollege.edu
Professor Joel Levine, *WD&CE & Takoma Park/Silver Spring*
email: joel.levine@montgomerycollege.edu
Professor Carlos Molina-Rosales, *Rockville* email: carlos.molina@montgomerycollege.edu
Professor Jon Pointer, *Germantown* email: jon.pointer@montgomerycollege.edu
Professor Jane Smith, *Germantown* email: 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

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

