

MC GOVERNANCE

Montgomery College College Council Meeting #9 Minutes

Tuesday, February 25, 2020
1:00 – 3:00 PM
CT S201

Attendees

- Members Presents:* Tracey Smith-Bryant (Chair), Shakenna Adams-Gormley (Vice-chair), Christine Tracey (Secretary), Ed Riggs, Ernest Cartledge, Paul Jenkins, Timothy Kirkner, Joe Marshall
- Absent Members:* Colleen Dolak, Michael LeBlanc, Janee McFadden, David Torain, Kimberly Herrera, Caleb Schauer
- Proxy:* Chyanne Samuels (for David Torain), Carolyn Terry (for Janee McFadden)
- Guests:* Martha Schoonmaker, Krista Leitch Walker
- Liaison:* Dr. Clevette Ridguard, Dr. Stephen D. Cain

Call to Order

Chair Tracey Smith-Bryant called the meeting to order at 1:03pm. The meeting was recorded for internal use.

Constituent Concerns

- Joe Marshall brought forth a concern from students regarding book store prices.
 - Will write up something to send to the chair

Approval of Agenda and Minutes

The agenda was approved as written. The minutes for February 11, 2020 meeting was approved as written.

- Dr. Cain – Board of Trustee Constituent Conversation March Board Meeting with College Council
 - This year's theme is on changing nature of work.
 - Location: CT S108
 - Date: Monday, 3/23
 - If canceled due to snow, it will be on the next Monday.
 - If unable to attend, can send an elected member of your council.

Chair Report

The College Council Chair provided the following information and updates:

- Goodies with Governance
 - Central Services – 2/24 @ 3-4pm
 - Rockville Campus – 2/26 @ 10-11am
 - Germantown Campus – 3/4 @ 2-3pm
 - Westfield South Center – 3/6 @ 10-11am
 - Mannakee Building – 3/9 @ 2-3pm
 - TPSS Campus – 3/9 @ 10-11am

- Reminders from the Office of Public Safety
 - MC centralized dispatch center: (on campus) 7-3333
 - Sign up for MC alert
- Innovation Grant submission due 3/12

PIC MC Presentation

Martha Schoonmaker, Executive Director PIC MC

- PIC MC Overview
 - Background
 - Research park within universities
 - Connecting private sector companies and the jobs that they have to community colleges
 - Funded through local, state, and federal funds
 - Zoned as life science center
 - PIC MC Foundation Board
 - Responsibilities include to hold, lease, improve, manage, and administer
 - Board members include developers, real estate attorney, life sciences and technology companies
 - Provide advice and counsel on development
 - BioHealth Capital Region
 - Ben Wu – former Board of Trustee
 - Strategic Location
 - Montgomery College
 - Biotech and Cyber = signature curricula at Germantown campus
 - Mission Oriented Objective
 - To develop a hub of education, research, employment, and entrepreneurship
 - Goals:
 - Provide space for economic development
 - Locate entrepreneurs on campus to speed introduction of new science in classrooms
 - Support student internships and interactions with companies
 - Provide students with advanced market-ready knowledge and skills
 - Bioscience Education Center
 - Germantown Innovation Center – a life science and technology incubator
 - Question – Is the discussion about dorms on Germantown campus still on the table?
 - Still in discussion
 - A council member expressed that there is probably less interest in building dorms than creating partnership with real estate agencies around the county.
 - Cyber Security Lab
 - Ensure that companies have access to MC and our students
 - Question – Do they make commitments to the students when they sign leases?
 - Yes, it is specified in the development agreement that the company that they lease to needs to connect to the College for the developer to receive any tax credit and recognition through Opportunity Zone or RISE Zone.
 - RISE Zone Incentives
 - Income tax credit related to capital investment and job creation

- Receiving incentives = relationship to the College
- Opportunity Zone Incentives
 - Want it to be able available to attract companies to the campus
- State and local incentives
 - There are a number of incentives available from the government.
- Targeted companies, agencies, and institutes
 - A lot of MC students are able to work for these companies.
- Holy Cross Germantown Hospital
 - Anchor resident partner
- Medical Office Building
- Hughes Network Systems
- Pre-leasing 120,000 sf wet lab
 - Part of opportunity zone
 - 19seven10
 - Wet labs for private sector companies
- Question – What’s the benefit of the county to do this?
 - Additional companies = additional taxes that they pay the county
- Question – Do people from the company come teach the students?
 - The College makes connections between the companies and the students.

HRSTM Presentation

Krista Leitch Walker, Interim Chief, Human Resources Officer

- 360 survey
 - Developmental – provide constructive feedback to help managers improve their effectiveness and leadership and management skills
 - Expected completion: end of April – early May
- Equity and Inclusion Search Advocates
 - Work with search advocates to ensure that the hiring process is fair and equitable, address issues with biases, bringing on the most qualified faculty, staff, and administrators, and addressing diversity needs at the College
 - Training in the fall (August)
- Employee & Labor Relation Team
 - Working on developing a behavioral intervention team for employees
 - Increase in mental issues, stress issues, and conflict issues with employees
 - Not unique to MC
 - Question – Is it similar with how BIT works for students?
 - Not necessarily
 - Question – How does the Ombuds play into this?
 - Ombuds is just a resource person who helps you navigates the system and provide some guidance. Not someone who solves the problem or addresses the issue.
 - HR needs to be supporting employees as an ally and resource
- Future of Work
 - Work with a consultant to look at staffing needs
 - Use of technology and implementation of workday
 - Strategic workforce planning

- Plan to conduct another employee engagement survey
 - Employee Engagement Advisory Group
 - Help advise in terms of the survey, look at data, and make recommendations
 - Condensed to one clear and concise survey
- Encouraged to look at policy and procedures website
- Question – Do all staff have to do the 360 survey for their supervisors?
 - Yes, but supervisors can select their peer-feedback providers.
- Question – What is being developed with workday?
 - Payroll, travel reimbursement, EAP, performance evaluation, employee profile, etc.
 - Huge change for the organization in terms of the way that we work
 - Information blitz – go into workday and update emergency contact

Governance Information

Dr. Clevette Ridguard, Governance Director

- Continue to support the teams and participate in the sporting activities
- Governance with Goodies
 - Spread the word – provide information about Governance and experience with Governance
 - Nomination: 2/28 – 3/10; Election: 3/30 – 4/10
- Board of Trustee – looking for a student to become BOT member
 - 3 informational sessions
- BOT Constituent Conversation – 3/23
 - Look out for email from Yvette Taylor
 - Opportunity to interact with BOT
- Recommendations
 - Rec 19-11 – video for first line manager communication is completed and approved
 - ELITE will use it for their manager and supervisor trainings
 - Will also be available on workday learning for all
 - HRSTM used in new supervisory orientation 3 times a year.
 - Rec 20-01 – assessment center – approved and preparing memo
 - More to follow on that
- Will have individual meetings with all of the council chairs before the end of the semester

Announcements and Agenda Items for Next Meeting

- Outstanding Faculty and Outstanding Staff Awards deadline is next Monday, 3/2.
- Dr. Pollard will attend next Faculty Council meeting.
- Student Services and Success Council had discussions around the confusion with Serenity Space and final semester student employment standards.
- Operational Services Council are going around the councils and informing people about what OSC can do.

Adjourned

The meeting was adjourned at 2:40pm.

Written by Michelle Quach / Submitted by Christine Tracey, College Council Secretary