

MONTGOMERY COLLEGE GOVERNANCE

Employee Services Council

Thursday, January 26, 2017/MKE 335/2:00 p.m.

Attendees

Members present: Nelida Andres, Veronica Arroyo, Rich Cerkovnik, Amy Crowley, Lisa Dyer, Victoria Lees, Alex Micich, Genesis Powers, Krista Walker (HRSTM)

Members absent: Liz Feldman, Alejandro Leopardi,

Guests: Tacy Holliday

Call to Order

Chair, Amy Crowley, called the meeting to order at 2:07p.m.

- Motion made by Victoria to approve December 15, 2016. Vote to accept minutes.
- No constituent concerns presented.

Chair's report

- On January 6th, met with Interim Chief Human Resources Officer Robert Roop to ensure that the redesigning of HR also addressed constituent concerns. Explained constituent concerns regarding telework, advancement at MC, succession planning, the challenges with Wilson system application and hiring system.
- TP/SS Campus Council hoped to change the governance constitution to reflect an additional seat for WDCE which translated to creating seats on all 3 campuses. Vote did not pass in the College Council.
- With the Central Services move to Shady Grove Road, a new alignment in staff representation is needed for council composition in the governance constitution to reflect change the elimination or shift in location of West Gude, OITB, Mannakee and the new Central Services Building. Staff Council Chair David Anthony proposed a constitutional change that will on the agenda for the February 28th College Council meeting.
- VP of IT/CIO Carl Whitman provided an update on his unit which included Cloud 1st implementation, Workday, reducing costs and budget redistribution, retraining staff, MC's new phone system, video message boards, extending library access for distance education learners and insuring the OER are accessible to every student.

HRSTM

- Professional leave
- Outstanding faculty awards
- Faculty and staff awards

Nominations for awards due on March 10th

Bob Roop looking at how HR does business and how it can be more self-service, more hands on for employees.

- Destination employer- important in staff knowing and letting others know that this is a great place to work.
- Recruiting-
 - Bringing in the Wilson HCG Company, has made an improvement.
 - Branding
 - Campaign and advertising
 - Redesign of website, needs to be rebuilt
- Onboarding- a robust orientation
 - “start smart” list for employees.
 - Greater involvement
 - Mentoring and ambassadors program
 - More online resources
 - HR Specialist on TP/SS & GT enhancing outreach
- Communication- (working on improving)
- Looking at creating points of contacts for HR (know who are the generalist and specialist)

New Business

Continue to work on ESC goals. Victoria recommends the “Active Shooter” training.

Meeting adjourned 3:19 p.m.