

## MONTGOMERY COLLEGE GOVERNANCE

### Employee Services Council

Thursday, February 23, 2017

2:00 p.m. -4 p.m.; Location: MK 335

#### Attendees

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

Members absent: Alejandro Leopardi

#### Call to Order

Chair, Amy Crowley, called the meeting to order at 2:05 p.m.

- Motion made by Rich to approve January 26, 2017 minutes, seconded and minutes were approved.
  
- No constituent concerns presented

#### Chair's report

Overview of February 14, 2017 College Council meeting:

- Janet Wormack-Sr. VP Admin and Fiscal Services:
  - Enrollment will decrease and College needs to look at ways to reduce budget and bring in revenue
  - Vacancies may be left open or for longer periods and faculty positions many be delayed or filled where there is growth in programs, however, no jobs will be lost.
  - Funds being focused on student success
  - Blue Ribbon Task Force looking at options over next two years
  - Looking to dual enrollment and Middle College programs for additional enrollments
  
- Donna Schena- Assoc. Sr. VP for Admin and Fiscal Services:
  - Blue Ribbon Taskforce will have its first report out at the end of this year. This is a multi-year initiative.
  - Piloting a "Meal plan" type card this spring before RFP goes out for new food vendor. Funds can be added to card.
  
- Other matters
  - MC students are experiencing anxiety about travel ban
  - Governance nomination period starts next week: February 27- March 10th
  - Governance Chairs dinner with BOT next week
  - Per Bob Roop, there will be no change to the Telework application process at this time
  - Work place violence policy (ongoing)

### HRSTM Report

- Being more strategic in filling open positions
- Some changes in HR occurring
  - Reorganizing HR
- Quarterly review with Wilson Company
  - Surveys with hiring managers
  - 360 review of managers, some changes from the pass.

### Workday Presentation—Rich Cerkovnik

Moving from large data groups to smaller ones, using cloud application (via the web) that's customized. July 1<sup>st</sup> rollout date. Replacing banner for HR and Business & Finance (OBS). Other community colleges using this system. Can be accessed on our website search "Workday".

### ADKAR model of change

**A**-awareness **D**-desire **K**-knowledge **A**-ability **R**-reinforcement  
Changes and improvements along the way.

Updates on ESC Goals:

#### Goal 2: PT faculty representation in governance (Liz)

In looking at the layout of the different councils four council groups need to increase representation of PT faculty in their governance. The ratio in these groups are uneven. Possible solution: Make a good report to present to college council to add more PT seats.

#### Goal 1: Destination Employer (Victoria)

Aid campaigns on web job sites, (not what was expected). HR still working on the concept.

#### Goal 3: FMLA (Genesis)

Established with other organizations. MC- 6 to 8 weeks but under different titles

- Bank for sharing
- Sick leave
- Temp part-time
- Short term disability

Current policy more straight forward for staff but not for faculty.

Depends on circumstance. Maryland has a F grade in this for certain organizations, so more of a Maryland issue than MC.

### New Business

Continue work on three ESC goals.

Constitution change proposed by Operational Services Council: not necessary to meet in January if they meet 2<sup>nd</sup> week of February. Faculty not here until late January.

Employee engagement survey is not taken seriously by employees. Are we conducting survey for the sake of doing it to look good? Status of last 5 recommendations?

Meeting adjourned 4:03 p.m.