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## MONTGOMERY COLLEGE GOVERNANCE

### Montgomery College Employee Services Council

FY23 - Meeting #3  
Thursday, November 3, 2022  
Meeting held via Zoom  
1:00 p.m. – 3:00 p.m.

#### Attendees:

- Members present
  - Paul D. Miller (Chair), Zenobia Garrison (Vice Chair), Jin Khademi (Secretary), William Dunn, Ali Fadl, Jin Choi,
- Proxies present
  - N/A
- Members excused
  - Lauralyn McWilliams, Atul Roy, Simon Lee, Krista Leitch Walker
- Invited Guests
  - Nadin Porter, John Hamman, and Liz Greaney (Office of the President)
  - Leslie A. Jones (Human Resource Internal Consultant)
  - Sophia Mason – *Proxy for Krista Leitch Walker* (HR Updates)

#### Call to Order

- Chair Paul D. Miller called the meeting to order at 1:00 pm. The meeting was recorded for internal use only. Approval of Minutes (Before or after Constituent Concerns)

#### Constituent Concerns

- William gave us WDCE Employee Survey Results
- Ali talked about EAP concerns brought to his attention

#### A Deeper Dive into Montgomery College's Student Metrics (Office of the President)

- Nadine Porter, John Hamman, Liz Greaney from the *Office of the President* presented Data: A Deeper Dive into Montgomery College's Student Metrics.
- Key Takeaways
  - Enrollment declines pre-date the pandemic
  - Enrollment and completion are related
  - Focus on the student journey
  - Taking Gateway Math & English early is critical component to completion
  - Reducing gaps in student outcome based on race/ethnicity

#### Benefits Open Enrollment October 31 and will end November 18

- Leslie Jones (Human Resource Internal Consultant) presented good information on Benefits Open Enrollment. All employees are required to confirm their 2023 election in Workday, even if they are not making any changes.
- The first 100 employees to complete their election will be entered in raffle for a gift card.
- What's new for 2023?
  - Cigna health plans and dental DPPO plan have no premium changes
  - Kaiser health plan has a 10.5% increase.
  - Cigna Dental DHMO plan has been replaced with the Cigna DEPO plan.
  - Cigna POS medical will change to the Open Access Plus (OAP) networks. (no Referrals!)
  - EyeMed vision plan as a small increase.

HR Update- Sophia Mason – *Proxy for Krista Leitch Walker*

- No updates

#### Chair's Report

- Reestablishing, Renewing, Rediscovering YOUR MC.
- Benefits: Open Enrollement 2023 (Monday, October 31 to Friday November 18)
  - In-person Benefits Fairs
    - **Takoma Park/Silver Spring: Monday, November 7,** 11 a.m.–1 p.m., Cultural Arts Center Lobby
    - **Rockville: Thursday, November 10,** 11 a.m.–2 p.m., Science Center Building, Room 152
    - Th10-minute virtual sessions with HRSTM  
<https://t.e2ma.net/click/71910f/36ehbje/nytezq>
- Search Process for Senior Vice President for Advancement and Community Engagement  
If you are interested in serving, please send the following information to [CollegeCouncil@montgomerycollege.edu](mailto:CollegeCouncil@montgomerycollege.edu) no later than Monday, November 7, by 5 p.m.: with name, title, your primary campus or college location, and how long you have been at Montgomery College.
- Montgomery College East County Education Center preliminary plans include 11 classrooms and 7 labs at the location and has a Community Engagement Center; a Truth, Racial Healing, and Transformation Center; and student services such as Raptor Central (a one-stop shop for admissions, enrollment, and visitor services), and more.
- The last day to apply for Sabbatical leave is Friday, November 18. Now is the time to ask a peer, a mentor, or the Department Chair to conduct an informal review of your application. If you are interested in learning more about the process, please visit the Professional Development Opportunities webpage.
- Please review your emergency contact information in Workday to ensure it is current and up-to-date. In Workday, search for “Emergency Contacts” to add or change existing information.
- Get your Flu Shot
  - **Rockville:** Wednesday, November 16, 10 a.m.–2 p.m., Room PE137A
  - **Central Services:** Monday, November 28, 10 a.m.–2 p.m., Room S115
  - **Takoma Park/Silver Spring:** Wednesday, November 30, 10 a.m.–2 p.m., Room ST302
  - **Germantown:** Thursday, December 1, 10 a.m.–2 p.m., Room BE162
- MC Library has developed a nonpartisan [guide to the 2022 elections](#), including information about how and where to vote and information about issues and candidates on the Maryland and Montgomery County ballots.
- From Mental Health @ MC in **InsideMC – November**
  - Drawing for Stress Relief
  - Improv for Stress Relief
  - Eat Healthy Despite Food Deserts
  - Take a Brain Break
  - Crafting for Stress Relief
- Weight & Fitness You can use Employee Assistance Program (EAP) funds to be reimbursed for your participation in approved wellness partners. The maximum reimbursement for any activity is \$35, with the exception of Weight Watchers digital.
- Upcoming Events MC Wellness: Holiday Healthy Cooking Demo

- **Park/Silver Spring:** Tuesday, November 15
- **Central Services:** Friday, November 18
- **Germantown:** Thursday, December 1
- **Rockville:** Thursday, December 8
  
- Mobile Market Volunteer Day
  - **Germantown:** November 2
  - **Rockville:** November 9
  - **Takoma Park/Silver Spring:** November 16
  - Please volunteer on your home campus. *Members working in CT are encouraged to travel to campus if able.*
  
- SafeZone Training
  - Saturday, November 19, 2022, @ 9 am
  - Thursday, December 1, 2022, @ 9 am
  
- ESC Goal #1 Making connections
  - *Between ESC meetings, each ESC member will interview a constituent of the MC community to gain a better understanding of the needs of all employees as we evolve and transform into a post-pandemic institution.*
- ESC Goal #2 Reestablishing, Renewing, and Rediscovering YOUR MC
  - *The ESC will partner with HRSTM to create an employee resource that captures all support services and ways to engage with the MC community.*
  
- Happy Veterans Day! November 11
- Happy Thanksgiving!

Approval of Minutes

- The minutes from October 2022 were approved.

Meeting Adjourned at 2:45 pm

Respectfully submitted by  
Jin Khademi – Secretary