

MC GOVERNANCE

Montgomery College
Staff Council Meeting #1 Minutes
Thursday, September 21, 2017
1:00 – 3:00 PM
CT S 301

Attendees

Members present: Shakenna Adams-Gormley, Diana Benson, Gloria Brewer, Ola Cole, Shane Doyle, Rowena D'Souza, Sella Gesumwa, Linda Hankey, Charles Harried (Proxy for Alex Valencia-Reyes), Beth Mole, Maria Moreno, Angie Moy, Mary Philbin, and Chris Standing

Guests: Dr. Kevin Long, Director of Planning and Policy

Call to Order

Chair Doyle called the meeting to order at 1:06 pm and announced that the proceeding was being recorded.

Constituent Concerns

Concern 1:

Staff Council Member- Ms. Gloria Brewer on behalf of constituent

There is no explanation as to why work alternative options have been suspended, while this may only effect certain people, suggests that this option be reinstated.

Concern 2:

Staff Council Member- Ms. Ola Cole on behalf of constituent

New wellness program forms request information that is offensive.

Concern 3:

Staff Council Member- Mr. Chris Standing

Request that the College provide transparency to the increase cost of health benefits.

Concern 4:

Staff Council Member- Mr. Shane Doyle, Chair on behalf of constituent

When a staff member earns a degree, why is the salary enhancement limited for those at the top of the pay grade? Suggests that a lump sum increase be made available. Contact made to Human Resources which suggested staff obtain a higher paying job that reflects the new education. This presents a new concern as staff member needs to acquire more experience.

Chair's Report

Highlights the former work done by Staff Council. Bullying Policy will move on to the College Council for review.

Shared upcoming changes such as B.I.T. for employees, drug awareness and mandatory training to include Opioid usage, revision to update policy language and the following policies: confidential data security, minors, combine the disciplinary policies, hiring, grievance and staff compensation.

Middle States Review update: the college will receive Evaluation Team Chair, Dr. Margaret McMenamin, President of Union County College in New Jersey, October 16. Conversations will be held with employees and students.

A new student complaint process will be available.

President's Town Hall meeting September 20th.

Blue ribbon task force is considering the leave policy to provide a financial benefit.

Angie Moy will serve as Parliamentarian for Staff Council

Liaison Reports

The following staff council members will serve as liaisons:

Takoma Park/Silver Spring Campus Council: Diana Benson

Rockville: Rowena D'Souza

Germantown: Mary Philbin

WD&CE: Beth Mole

Administrative: Linda Hankey

Faculty: Chris Standing

Student: Ola Cole/Diana Benson

Academic: Gloria Brewer

Employee Services: Angie Moy/Gloria Brewer

Operational: Angie Moy

Student Services and Success: Mary Philbin

Goals

Due date: October 30th

Mary Philbin suggested to carry over goal #1

Mary Philbin motioned to table goals discussion to all for Dr. Kevin Long to provide report. Motion was moved and properly seconded, passed with unanimous consent.

Guest Speaker

Dr. Kevin Long, Director of Planning and Policy

Provided updates on policy changes. Encourages staff to participate in the open public comment period. Currently reviewing the bullying policy, medical examinations, B.I.T. for employees, changes in language to ADA policy. Public comment for protection of minors, data management and procedures, drug and alcohol use and prevention. Introduced the following new items and or policies: student complaint tool, student code of conduct, third party corporate sponsorship, transporting of students. Changes coming to disciplinary action and suspension, Ombudsman, whistleblower policy.

Goals

Continued goals discussion the following suggestions were provided:

Information sessions for staff to provide feedback for the open comment period on policy

Translation of key college documents into languages that are used by staff/employees

Career ladders- career development

Embracing LGBTQ community

Tracking Report

Overview provided of the tracking report. Available on the one drive for viewing.

Next Meeting

The next Staff Council meeting is scheduled Thursday, October 5th 1:00 pm – 3:00 pm in CT S301.

Adjournment

The meeting adjourned at 3:00 PM.

Submitted by Diana Benson
Staff Council Secretary