
MONTGOMERY COLLEGE GOVERNANCE

Staff Council

March 24, 2022

Via Zoom

1:00pm-3:00pm

Attendees:

Members Present: Ramon De La Cruz (Chair), Daphne Alfelor (Vice Chair), Beth Reilly (Secretary), Javon Inman, Dwayne Henry, Christopher Standing, Leslie Casey, Surayya Johnson, Bo Wai Chan, Lisa Dobbins, Lisa Thomas, Carla Ammerman, Joyce Matthews (Liaison)

Absent: Amanda Stroud (Proxy Leslie Casey), Alton Henry

Guest: President, Dr. Williams

Call to Order

- The regular meeting was called to order at 1:02 pm by Chair Ramon De La Cruz.

Member Introductions:

- Each Staff Council Member introduced themselves and provided their name, job title, campus/location, and years of service at Montgomery College.
- All other staff employees in attendance introduced themselves.

Guest Speaker: Montgomery College New President -Dr. Williams

- Dr. Williams introduced himself indicated "3.5 weeks of Montgomery College employment. Possible work goals of 30 years, like other Staff Council Members"
- Dr. Williams reviewed some of the events of his busy weeks
 - Attended Board of Trustees Meeting on Monday, March 21, 2022
 - Attended College Council on Tuesday, March 22, 2022
 - Participated in the Leggett Building event last week with County Council Members and County Executives. Excited about the supportive community of staff, faculty, and students.
- Discussed Budget Request has been approved by the County and goes to vote.
 - Increase in compensation/investment of MC employees
 - Freezes tuition for the MC students
 - Helps with goal of East County Campus
- Gave shout out to the Staff employees, being the backbone of the college during the pandemic.
- Mentioned excitement about the Student Successes:
 - 10 students nominated for Jack Kent Cooke Scholarships
 - 2 International Scholars
 - Men and Women's Basketball Team and their playoffs
 - MC Got Talent event today – Dr. Williams and his 2 sons will be attending.
- Indicated gratitude to the staff.
- Dedication to Social Justice with compassion and empathy.
- Learning and positivity of MC's impact to society and the community
- Thanked Governance members for serving.
- Dr. Williams had two promises:
 - 1. Rely on governance to keep him inform and he hopes to address in a timely

- manner.
 - 2. Will engage with the College Council to consult on specific issues like protocols and how to adjust our policies.
- Opened for questions/answer session.
 - Beth Reilly asked for a constituent: What is the future of Vaccine Mandate – Dr. Williams indicated this still to be determined by transmission rates, college review, and future discussion.
 - Matthew Wilson asked about the 4th Campus/East Campus – Dr. Williams indicated they are first looking for a location for the “East Education Center” for spring 2023 with the 7-10 year goal of an East Campus. The Campus may not be where the “center” is located.
 - Ramon De La Cruz stated about Montgomery College becoming a “Meta” College requesting information about needs and desires of ‘virtual space’, not limited to in-person opportunities.

Constituent Concerns

- None presented

Meeting Minutes

- The minutes for the March 2, 2022 meeting were approved as written. Motioned by Dwayne Henry, seconded by Matthew Wilson.

Chair’s Report – Chair Ramon De La Cruz

- College Council is creating connections and collaboration
- In solidarity with students and with the Ukraine
- Inclement weather response and new operations have been updated via memo from March 2, 2022 to include a color system:
 - Green – Normal operations
 - Yellow – Local, campus-specific response
 - Orange – weather delay/closures
 - Red – Emergency Remote/Pandemic
- Governance nominations ended on March 2, 2022 and voting begins March 28, 2022 until April 8, 2022.
- Reminder Staff Council members with ending terms;
 - GT Campus Representation: Surraya Johnson
 - GT Campus Representation: (not ending but retiring) Amanda Stroud
 - RV Campus Representation: Christopher Standing
 - RV Campus Representation: Beth Reilly
 - TPSS Campus Representation: Dwayne Henry
 - WDCE Staff Representation: Alton Henley
 - Central Services Representation: Lisa Thomas
 - Non-Supervisors – Support: Daphne Lee Alfelora
- Presidential Transition Advisory Committee – nominations
- Training Advisory Committee has openings for the new sub-committee of Employee Services Council to work on Onboarding.
- Reminder – Telework Policy guidelines for process to apply for Telework on the Montgomery College website: <https://info.montgomerycollege.edu/offices/human-resources/flexible-work-arrangements.html>

- Southern Management Leadership Program application for students is available.
- MC Foundations seeks Student Board of Directors. Application deadline is April 1, 2022 at 5pm.
- IT Reports wide-spread Phishing attacks. Please be diligent with emails.
- COVID-19 Dashboard has changed in the 3rd week of March. No more emails being sent.
- Dr. Williams will be hosting roundtable discussions with students
- Montgomery College Rising Professionals Association (MCRPA) offers MC employees leadership and growth opportunities and currently seeking students for Student Scholarships. Deadline is April 1, 2022.
- Equity and Inclusion Office will be hosting Equity and Inclusion Week from April 4, 2022 until April 8, 2022. See website for schedule of speakers and events.
- MC Got Talent will be hosted on Rockville Campus at 6pm on March 24, 2022.
- Montgomery College Governance was a Finalist at Bellwether College Consortium. Congratulations to Community College of Baltimore County (CCBC) for being the 2022 winner.
- Board of Trustees Meeting
 - MC Foundation reached 4.75 million of the 5 million dollar goal
 - Dr. Cain indicated the East County Education Center would be similar to Gaithersburg Training Center (GBTC).
 - Dr. Shinta Hernandez presented about the MC Virtual Campus
 - Budget was moved forward by Montgomery County Council with compassion increase and tuition freeze, still needs to be officially approved.
 - Mask Optional was announced
 - Governance business has 6 weeks left in the fiscal year (3 meeting left for Staff Council).

Unfinished Business

- Holiday Pay/Administrative Leave in Workday Constituent Concern – Ramon De La Cruz reviewed that change to be listed as Operational Status – Change Time in workday.
- Employee Services Council follow-up – Carla Ammerman reporting.
 - Leslie Jones from Human Resources presented information about New Staff Orientation and Best Practices in other organizations
 - Elaine Doong reviewed what is covered in the training – bring presenters to discuss Ethics/Compliance, Equity and Inclusion, Benefits, etc.
 - Review future thoughts about a “Buddy”/Mentor program
 - Will be performing an analysis of onboarding and changing back to in-person format with one long day on Mondays and 2nd half day on Thursdays
- Goal #1: “Improving the onboarding process of new employees through collaboration with other governance councils and establishing a mentorship network.”
 - Christopher Standings recommended a list of mentors or nominations through a department for staff “honor” of mentoring a new employee. Also, mentioned to consider thoughts on who will “own” the program, how to promote the program.
 - Discuss and vote on modification of goal
 - Leslie Casey motioned to change goal #1 from “Improving the onboarding process of new employees through collaboration with other governance councils and **establishing** a mentorship network” to “Improving the onboarding process of new employees through collaboration with other governance councils and **recommend** a mentorship network.” Lisa Dobbins seconded the motion. Voted and unanimously approved. Ramon De La Cruz will update and submit the change for approval.
- P&P 32103 and 32500: If an employee’s position is listed as “not telework eligible” and the

college is in the orange or yellow area operations response, those employees do not 'work at home' on those days.

New Business

- Digital Signage for Communications about Staff Council and Governance.
 - Christopher Standings recommends meeting with the Elections Committee of Governance (Tonya Baker and Shakenna Adams-Gormley) about discussing photos and contact information be posted on the MC Digital Signage for employees to learn who their campus constituent representatives are. Ramon De La Cruz will contact Elections Committee representatives to schedule a meeting.

Announcements and Agenda Items for Next Meeting

- Surayya Johnson announcement Tuesday, March 29, 2022 from 1:30pm-5:00pm, there will be a MC Baseball Game with co-sponsored events (Germantown Student Life, Germantown Student Senate, and the Germantown Office of the Provost)
- Reminder: request for Mary Genovese to be speaker on compensation.

Adjourned at 2:42 p.m.

- Motioned by Beth Reilly, seconded by Matthew Wilson. Unanimously approved.

Respectfully submitted by
Beth Reilly, Staff Council Secretary