

MC GOVERNANCE

Montgomery College
College Council Meeting #7 Minutes
Tuesday, December 8, 2020
1 – 3 PM
Zoom Meeting

Attendees

Present: Dr. Tracey Smith-Bryant (Chair), Shakenna Adams-Gormley (Vice-chair), Tonya Baker (Secretary), Christine Tracey, Ed Riggs, Transcie Almonte-Sabio, Kimberly Jones, Dr. Eric Benjamin, Rebecca Adegeye, Michael Leblanc, Timothy Kirkner, Dr. Benita Rashaw, Colleen Dolak, Dr. David Torain

Guests: Dr. DeRionne Pollard, Bradley Bridges, Dr. Kevin Long, Dr. Rachel Bonaparte-Hagos, Dr. Meghan Gibbons, Yvette Taylor, Dr. Michelle Scott, Donna Schena

Governance Director: Dr. Clevette Ridguard

Call to Order

There is a quorum to conduct business. Vice Chair Shakenna Adams-Gormley called the meeting to order at 1:00pm. The meeting was recorded for internal use only.

Constituent Concerns

- Christine Tracey brought forth a concern from faculty regarding the lack of information on 7-week courses. The start and end dates are not included in the academic calendar.

Approval of Agenda and Minutes

The agenda was approved as written. The minutes for November 24, 2020 meeting were approved as written.

Chair's Report

The College Council Vice Chair provided the following information and updates:

- [Spring Professional Week Schedule](#) – 1/18-1/22
- [Conversation with Leadership](#) – 12/10 at 2pm
- [Community Conversation About Race, Police Reform, and Community Relations](#) on 12/9
- ELITE Cohorts 2021 – 12/9 at 2:30pm
- Workday Updates – 12/5-12/18
- [MC Innovation Fund Grant](#) amount: \$100,000.00
 - Submissions due: 3/22
 - First Q&A Webinar – 12/9 at 3-4pm
 - If interested, please email innovationworks@montgomerycollege.edu.
 - Two more sessions in the spring semester

- New [Wellness Classes](#) – Dance Rhythms on Thursdays
- Mental Health Wellness: Coping During Uncertain Times – 1/22 at 2-3pm
- Mobile Market Volunteers – send email to [SHaW Center](#)
- [Personal Branding Workshop Series](#) hosted by MCRPA – 12/10 (Part 1) and 1/12 (Part 2)
- Reminder to encourage all council members to read InsideMC

President’s Presentation

Dr. DeRionne Pollard, President

- Question – When will we hear about plans for the spring semester?
 - Evolving situation – remote teaching, learning, and working at least through March
 - Will provide more information soon
- Question – As pandemic continues to affect MC and its operations, how would faculty and staff be given opportunity to give input in decision-making?
 - Many channels of communication – Governance, Public Safety, and supervisors
- Question – Does the College have plans to join the county, other community colleges, and internet providers to address the issue of lack of reliable internet?
 - Working with many groups on the issue and providing resources
 - Comcast provides discounted rates for students and employees
 - County and state level issue – county assembled task force to address issue
- Question – Is there a plan or restructuring for when the College reopens?
 - Signage about requirements and social distancing
 - Following advices from CAT – diverse and informative group
 - Let us know if there are any recommendations
- Question – Will remote work plan be expanded or restructured? Will there be a written policy for remote working?
 - College had remote work policy for years – expanded and adapted based on needs
 - Some students suffering from remote environment
 - Will look at opportunities for flexible work arrangements
 - Be familiar with the procedures of flexible work arrangements
- Question – What would the College do to stay competitive? How would the College recruit and retain talent without revamping telework program?
 - Strategic Workforce Analysis
 - Uncertain about the future of work
 - Hiring freeze – protect current employees
 - Need to change some work strategies and beliefs about how things get done
- Question – Will employees be required to get vaccinated in order to return to work?
 - Don’t know at the moment – will share when more information is received
- Question – Can funds saved during pandemic closing be reallocated for employee technology, updated webinar licenses, technology trainings, etc.?
 - Not saving money from pandemic – spending outweighs what we may have saved
 - Cleaning of facilities and dealing with small creatures
 - Down \$6 million in funding
 - Contracted enrollment
- Question – Can you speak more on the Strategic Workforce Planning Analysis and give people a better understanding of the purpose?
 - Every new position is reviewed by Senior Leadership
 - Help us think about where the future of work is going and plan accordingly
 - What jobs are starting to go away?

- What processes will be different as a result of new technology?
 - Pay attention to external factors and understand why talent share is important
- Question – How do we implement innovative notions to communicate and address issues?
 - [Innovation Works](#) – submit Innovation Grants to pilot a concept

Auxiliary Enterprises Update

Bradley Bridges, Director of Auxiliary Enterprises

- Overview of kitchen renovation on all three campuses – anticipated completion in March
 - Germantown Campus – no completion date yet
- Question – Can you provide more information on the roll out process for students and employees? What would be done differently with new vendor?
 - More engaging – work with Student Life and communicate directly with students
 - Chefs will participate in meetings with constituents – test menus
 - Strong international menu
- Question – What other areas are you also working on?
 - Book stores and printers (App or website to avoid touching equipment)
 - Working on memo for recommendation and looking into P&P
- If there are any other questions, please send to collegecouncil@montgomerycollege.edu.

Policy & Procedure Update

Dr. Kevin Long, Deputy Chief of Staff for Planning and Policy

- Conflict of Interest Procedures – approved and addressed comments
 - Removed the word “loyalty” and added clarifying language
 - Question – Is this retroactive? If someone is working two full-time jobs and MC is second, how would the policy work for them?
 - Implemented as of the date it was posted
 - Employees have the obligation and duty to devote time and energy to do the job they are being paid for
- Emergency modification to 32500CP
 - HR reviewed questions about permanent remote work status post-pandemic
 - Always a possibility, but there are tax liabilities – still looking at the ins and outs
 - Reciprocal payroll tax agreement – requirements different for each state
 - Live and work in different states – tax exemption for employment state
 - Check with HRSTM for more information
- Documents will be available on [website](#)

Strategic Horizons Network Conference Summary

Dr. Rachel Bonaparte-Hagos, Interim Director of the Institute of PT Faculty Engagement & Support

- This year’s conference was on anti-racism and advancing inclusion excellence.
 - Understanding various elements that makes social mobility important
 - Comparing and contrasting what it means to be non-racist vs anti-racist
 - Analyzing behaviors that are formed by implicit bias and how to disrupt them
 - Understanding dimension of equity and how to advance it on campus
- Advancing Equity – recap of Dr. Shuan Harper’s presentation
 - Race talk – any discussion regarding race that is happening in society
 - How are you feeling about “race talks” that are happening in society?
 - Happy about conversations, but frustrated with results
 - Showing lights to different sides of people

- How are you feeling about “race talks” that are happening at MC?
 - Happy about conversations but skeptical that many are just being their ethnical selves in conversations
 - Concerned whether we are talking to the people who need these race talks
- Why is the cause(s) for this current movement and wave of global racism?
 - Murders, systemic racism, inaction on racism, inequity, and so on
- Race talks typically happen in 1 of 5 ways
 - Avoidance – cultural on most campuses
 - Don’t want to be seen as racist or naïve
 - Don’t feel safe and don’t want to be viewed as angry
 - Small groups – only talk about aftermath of significant racial crisis on campus
- Strategies for productive conversations – offer space and comfort for people to talk
 - Write personal racial history using prompts and share in pairs
 - Facilitate opportunities for reflections on firsthand encounters with racism outside of campus
 - Invite anonymous taboo questions about race on MC
 - Zoom polling
 - Use vignettes to stimulate conversations
 - Formally assess the campus climate to inform and sustain conversations

Governance Information

Dr. Clevette Ridguard, Governance Director

- Last meeting before the break – hope that Governance have been informative and worthwhile
- Each council chair is responsible for scheduling Zoom meetings for spring semester
 - Encouraged to announce meetings on InsideMC and Governance website
 - Sample announcement available on Blackboard
 - Use council emails to provide links to anyone interested in attending the meetings
 - Invite council liaisons, College Council Chair, and Governance Director to meetings
 - Encouraged to make connections with liaisons
- Constituency Tracking Report – document types of concerns and see if there are overlaps
- No meeting in January – review reports, plan, and check governance website
- Will respond to need for additional members this week
- Preparing memos in response to recommendations – will come out soon
- Next meeting – refresher training, recommendation form, and nominations and elections
- Look forward to receiving a survey (feedback on Governance) on Thursday

Adjourned

The meeting was adjourned at 2:54 pm.