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MONTGOMERY COLLEGE GOVERNANCE

Employee Services Council

April 10, 2026

Zoom

10:02AM-11:32AM

Attendees:

- Members present
  - Sepydeh Yousefi
  - Silvia Vargas
  - Stephanie Krasnoff
  - Michaela Pacesova
  - Elizabeth Feldman
  - Krista Leitch Walker
  - Tracie Witte
  - Christina Segura
  - Nell Feldman
  - Alexander Valencia Reyes
  - Aubrey Smith
- Not present
  - Aerial Agah Achu
  - Alexa Patricia Canas
- Proxies present: Jacqueline Williams for Adaora Nwigwe
- Members excused: None
- Other present: Yvette Taylor, Stacy Griffin
- Invited Guests
  - Tommy Luginbill, Executive Director, PIC MC
  - Antonio Montano, Equity and Inclusion Program Manager
  - Cristine Crefton, Educational Resource Program Manager/MCPRA President

Call to Order

- The regular meeting was called to order at 10:02 AM by Chair, Sepydeh Yousefi. The meeting was recorded for internal use only.

Approval of Minutes

- Meeting minutes were approved.

Constituent Concerns

- Total cost of the new branding campaign: \$773,504 for FY2025-2026 with fully approved institutional funds. No new funding was requested. Resources were thoughtfully prioritized to support the project and its rollout. (closed)
- Labor Relations team regarding the Good Faith Consideration form (waiting for a response)

Guest Speakers

- PIC MC Overview  
Tommy Luginbill, Executive Director, PIC MC

Provided key information regarding the Pinkney Innovation Complex for Science and Technology (PIC MC), with a focus on its role in supporting industry partnerships, workforce development, and student engagement. Emphasis was provided on these key points:

- The Pinkney Innovation Complex for Science and Technology (PIC MC) is an innovation-focused ecosystem designed to connect education, industry, and government partners in support of workforce development, applied research, and regional economic growth. Located on the Germantown campus, it brings together students, faculty, and employers in a shared environment that emphasizes hands-on learning and real-world collaboration.

- Through strategic partnerships, participating organizations gain access to collaborative facilities, a pipeline of skilled students, and proximity to key sectors such as biotechnology, cybersecurity, and federal agencies. The complex also supports startups and established companies through resident partnerships, including engagement with the Germantown Innovation Center, which helps foster innovation and applied learning opportunities for students.
- PIC MC benefits from its location within the I-270 technology corridor, offering strong connectivity to Washington, D.C.-area industries and federal networks. A Student Board further supports engagement by giving students leadership roles in shaping initiatives and interacting directly with industry stakeholders, reinforcing PIC MC's role as a bridge between academic training and workforce needs in high-demand fields.
- **Equity Week**  
Antonio Montano, Equity and Inclusion Program Manager
  - Equity Week is an annual initiative led by the Office of Equity and Inclusion that promotes diversity, equity, inclusion, and belonging across the campus community. It brings together students, faculty, and staff for a series of events focused on topics such as social justice, identity, and inclusive practices.
  - The program for next week follows a structured weeklong schedule, typically featuring daily events such as keynote speeches, panel discussions, workshops, and interactive sessions held across different times of day to accommodate students and employees. Each day is organized around specific themes, allowing participants to engage in focused conversations and activities that build throughout the week.
  - Equity Week supports MC's commitment to inclusive excellence by encouraging ongoing dialogue and reflection. The scheduled events help ensure broad participation while providing multiple opportunities for the campus community to learn, engage, and apply inclusive practices.
- **MCPRA**  
Cristine Crefton, Educational Resource Program Manager/MCPRA President
  - MC's Rising Professionals Association (MCRPA) is an employee resource group established to support professional growth, networking, and community engagement among faculty, staff, and administrators. Its primary purpose is to provide opportunities for individuals at various career stages to develop skills, build relationships, and actively contribute to the college community through shared learning and collaboration.
  - MCRPA offers a range of activities including professional development programs, networking events, and community engagement initiatives. Members can participate in committees, leadership roles, and college-wide efforts that support both employee development and student success. The organization emphasizes flexibility, allowing members to choose their level of involvement based on their interests and availability.
  - MCRPA fosters a supportive and collaborative professional environment that encourages mentorship, leadership development, and continuous learning. By connecting employees across the institution, it helps strengthen engagement within MC while contributing to broader institutional goals and community impact.

#### Chair's Report

- **Communications and Engagement**
  - The Monday Minute: Team encouraged to utilize The Monday Minute for updates on institutional news and upcoming events.
- **Announcements**
  - **P&P Modifications Open for Comment**  
Five Policy & Procedure items are open for feedback. Item 32100 is open through March 16; all others are open through April 3. Review details on the Policy and Procedure webpage. Council members are encouraged to review and submit feedback by the stated deadlines.

## Announcements

- **MC Impact Forum**

The MC Impact Forum is a hybrid, college-wide event at Montgomery College that brings together students, faculty, and staff for conversation and shared learning. It includes a structured program with a welcome, moderated discussions, and a closing reflection with Q&A.

The forum features three main panels: student access, belonging, and early momentum; academic excellence and innovation in practice; and Montgomery College as a responsive community anchor. Together, these discussions highlight how the college community supports student success, fosters innovation, and strengthens its impact through engagement and partnerships.

- **P&P Modifications Open for Comment**

42005: Student travel – Policy establishes expectations and procedures for College-sponsored student travel beyond college property

The proposed policy outlines expectations for College-sponsored student travel, including roles, planning and approval processes, supervision, transportation, and incident reporting. It emphasizes student safety, conduct standards, accessibility, and responsible use of College resources.

The policy will replace several outdated and redundant policies related to off-campus activities, providing a more streamlined and comprehensive framework.

- **Drug Take-Back Event**

MC will host a DEA Drug Take-Back event to provide safe disposal of unused or expired medications. The initiative supports public safety by reducing misuse, accidental harm, and environmental risks.

Multiple on-campus drop-off locations and times will be offered to increase accessibility for the college community.

- **Free Planetarium Shows**

MC's Planetarium team is offering free planetarium shows throughout April at the Takoma Park/Silver Spring campus. The events provide immersive and interactive experiences that simulate the night sky, including planets, galaxies, and other celestial objects.

These programs are designed to be educational and accessible, supporting student and community engagement through hands-on learning opportunities.

- **Inclusive Excellence Nominations**

The Office of Inclusive Excellence and Belonging is seeking nominations to recognize students, faculty, staff, and administrators who demonstrate leadership and commitment to advancing equity, inclusion, and belonging at MC.

The initiative encourages the college community to acknowledge individuals whose efforts contribute to a more inclusive and welcoming environment.

- **Arab American Heritage Month**

MC's Library is recognizing Arab American Heritage Month in April through campus displays and curated materials. Students and staff are invited to explore books, films, and other resources highlighting Arab American history, culture, and contributions.

- **Employee Wellness**

Please see our meeting minutes for March for a comprehensive list of events and contact Megan Cooperman if you have any questions.

- **Governance Nominations and Elections**  
An announcement was shared encouraging participation in the College's governance nominations and elections process. Members were encouraged to nominate themselves to ensure their voices are represented. Elections will take place from March 30 to April 10.
- **Take Your Child to Work Day**  
MC will participate in Take Your Child to Work Day on April 23, 2026. The event will offer employees and their children a variety of activities designed to explore career pathways, build skills, and encourage future planning.
- **3rd Annual AAWCC-MC Conference Spring 2026**  
The 3rd Annual AAWCC-MC Conference will be held on April 24, 2026 for faculty, staff, and students. The conference focuses on helping women grow, advance, and build career pathways through practical, strategy-focused sessions.
- **Accessibility and Inclusion Event**  
The spring event, "Inclusion Begins with Access: Designing Learning Environments Where Accessibility Opens the Door to Belonging," focuses on accessibility as a foundation for student belonging and success. It highlights how inclusive design supports diverse learner needs across the college community.

Held virtually on April 24, 2026, the session will examine how accessibility improves learning experiences for multilingual, neurodivergent, and first-generation students, while also strengthening overall course clarity, navigation, and ADA Title II readiness.

- **2026 Commencement Ceremonies**  
Montgomery College will hold two commencement ceremonies in 2026. Student Affairs offices and student services will operate on a limited basis during this period; essential functions will remain available, though response times and in-person support may be reduced. Students are encouraged to plan ahead and check office websites for updated hours. Normal operations will resume after the ceremonies.

The College is seeking volunteers to support commencement activities on Thursday and Friday, with a total of 550 volunteers needed to ensure a smooth experience for graduates and their guests.

Unfinished Business: None

New Business: None

Final Thoughts/Adjourn

Motion to adjourn by Liz Feldman. It was seconded and passed with unanimous support.

Meeting Adjourned at 11:32AM

Respectfully submitted by  
Silvia Vargas, Employee Services Council Secretary