

MONTGOMERY COLLEGE GOVERNANCE

Montgomery College Employee Services Council

FY25 - Meeting #1

Thursday, September 12, 2024

The meeting was held via Zoom

2:30 p.m. – 4:30 p.m.

- Members present
 - Paul Miller (Chair), Cinder Barnes (Secretary), Veronica Banh (voting for Zenobia Garrison), Krista Leitch Walker, Sepy Yousefi, Aubry Smith, Kristen Roe, Sharon Maxwell,
- Governance members present
 - Shakenna Adams-Gormley, Yvette Taylor, Clevette Ridguard
- Members absent
 - Anthony Vassario, James Fowlkes, Katrina Yanga, Zenobia Garrison

- Invited Guests
 - Anna Donohoe and Christine Crefton

Call to Order

- Chair Paul D. Miller called the meeting to order 2:32 p.m.

Brief description of the way meetings are run and of the various councils. Introductions were made of all the members including new members and guests.

Constituent Concerns

- No constituent concerns

Chair's Report

Contained in PowerPoint slides provided after the meeting: Topics included:

- **College council theme:** "Bold Transformations to Empower All Voices and Thrive Together"

- **Three ways official ways college information is sent to the college:** Employee Matters, Inside MC, and Monday Minute
- **Key memos/notifications:** president's office (reaffirming our mission and focus); Listening sessions for senior vice president for student affairs search; IT communications (Workday upgrade); public safety (fall safety reminders and National Campus Safety Awareness Month); compliance and Title IX (accommodating students with disabilities); Office of Equity & Inclusion (invitation to join the ANAPISI Task Force)
 - **Board of Trustees meetings:** open sessions are open to the public (face-to-face and on Zoom)
 - **Conversation about Mexico's first female president Sept. 23**
 - **Student Wellness Center** (free food available to registered students on every campus)
- **Mobile market details**
 - **Wednesday, October 2, November 6, December 4 at Germantown Campus, Dr. DeRionne P. Pollard Student Affairs & Science Bldg.,(SA/bus Circle-Inclement weather: BE Circle) from 10:00 am-noon**
 - **Wednesday, September 11, October 9, November 13 & December 11 at Rockville Campus, North Garage from 10:00 am-noon**
 - **Wednesday, September 18, October 16, November 20 & December 18 at Takoma Park/Silver Spring (TPSS) Campus, in the Student Services Center (ST) Atrium from 2:00 pm – 4:00 pm**
- **MC Wellness classes began Sept. 3**
 - This includes all Wellness Classes and Open Fitness Center hours available to all MC employees. Schedules are available here: <https://info.montgomerycollege.edu/offices/human-resources/wellness.html>. As a reminder, annual registration <https://info.montgomerycollege.edu/offices/human-resources/wellness.html> is required for all participants. If you have not completed the registration forms, you will not be admitted into the Open Fitness Centers on campus. Please contact Megan if you have questions: <mailto:megan.cooperman@montgomerycollege.edu>
 - We also offer Wellness EAP (gym reimbursement) and PDAP Review Sessions on Zoom. These sessions will include general information on utilizing the Wellness EAP and PDAP, including steps for submitting an expense report to Workday for reimbursement.
 - Join Megan Cooperman on Zoom <https://t.e2ma.net/click/nmouyi/zbc7ba3/71d4dw> or request a recording.
 Wednesday, September 4, 2024, 3:30 p.m.
 Thursday, September 12, 2024, 12:15 p.m.
 Wednesday, October 2, 2024, 3:30 p.m.

Community Engagement:

- Hispanic Heritage Month, Kickoff event is being held at the TPSS Cultural Arts Center Sept. 12, 2024, 5:00pm-7:00pm
- Fall Family Festival, Sept. 28 (11:00am-4:00pm)
- Family Empowerment Resource Fair, Sept. 21 (Single Parent resources)

Employee Services

- American Association for Women in Community Colleges Meeting, Sept. 17, Central Services Building
- Kaiser Flu Shots offered across the college- free flu shots are available for employees, retirees, and students; COVID shots are available to Kaiser members
- Super Staff Tuesdays/First faculty Fridays
 - First Faculty Fridays and Super Staff Tuesdays are monthly PD sessions tailored specifically for our faculty and staff, respectively. Our aim is to create a consistent and structured approach to professional development, promoting continuous growth and excellence within our community.

MC Library: 2024 Election Guide

Invitation to join the AANAPISI Task Force, interest form was due on Monday, Sept. 16

ELITE Professional Development for FY24

- The HUB, professional development catalog (<https://pressbooks.montgomerycollege.edu/pdcatalogfall2024/front-matter/workshops/>)

MCRPA MC Rising Professionals Association Overview

- Presentation by Christine Crefton (guest speaker)
<https://tales.journals.publicknowledgeproject.org/index.php/tales/article/view/2885>

MCRPA/MC Pride and Allies

- Anna Donohoe (chair of MC Pride and Allies) For more information about MC Pride and Allies, please check our website: <https://www.montgomerycollege.edu/life-at-mc/mc-pride/index.html>

HR Updates

- Krista Leitch Walker
 - Working on providing on an update on constituent concern from April regarding greater level of clarity in the process of internal hiring. Paul and Krista met over the summer.
 - FY25 updates linked in Employee Matters
 - Key dates for open enrollment in Employee Matters (Oct. 21-Nov. 8)

- Wellness mentioned by Paul in Chair's report
- Working on a rewrite of time-off and leave procedures (making procedures and policies more reader and user-friendly)
 - ELAP will be involved in helping to write a plain language guide.

Old and New Business

- Christine Crefton, Anna Donohoe, and Paul Miller are proposing a methodology and rationale for recognizing affinity groups
- ESC potential goal for FY25: draft a proposal to submit to college leadership and College Council to formalize and recognize affinity group and employee resource groups to promote employee inclusivity and a sense of belonging
 - Discussion of mentorship framework (leadership development cohort?)

Final Thoughts/Adjourn

- Motion to adjourn-Liz Feldman, seconded by Aubry Smith

Meeting Adjourned at 4:09pm

Respectfully submitted by

Cinder Cooper Barnes, Secretary