

# MCRPA DIGEST

November 2024

A group of four people (three women and one man) are standing in front of a large, ornate wooden door. To the left is a large American flag on a stand, and to the right is the Presidential Seal flag on a stand. The floor is a checkered tile pattern. The text 'Fostering Leadership: The White House Fellows Program' is overlaid on the bottom half of the image.

## Fostering Leadership: The White House Fellows Program

Halloween Fright Day  
Summers Farm

What Style of Leader are You?

# Give Gratitude and Kindness to Others

Wednesday, November 6, 2024,  
Rockville Campus,  
10:00 a.m.-1 p.m.,  
Humanities (HU)

Join MC Wellness, Rockville Student Life, and the Rockville Spiffy Clothing Closet, where you can make and take holiday cards.

We invite employees and students to make cards that will be donated to veterans and shared with their coworkers, family, and friends.

All supplies will be provided, and healthy hot cocoa and tea will be served.



# Leadership Teams



Meet the FY25 Leadership Team:

## Executive Team

Dr. Christine Crefton, President  
Dr. Paul Miller, Vice President  
Ramon Valenzuela, Secretary  
Carla Ammerman, Secretary

## Professional Development

Michele Kight, Chair  
Kimberly Bloch-Rican, Co-Chair  
Anna Donohoe, Vice Chair

## Community Engagement & Events

Maria Martinez, Chair  
Nicole Land, Vice Chair (not pictured)

## Membership, Marketing, & Communications

John Amoroso, Chair  
Nghien Nguyen, Vice Chair

Please contact any of us if you want to join a committee or get more involved. Committees meet monthly via Zoom, and you can come to see what is going on, lend a hand, listen, and be a part of something pretty awesome!

# FALL/SPRING EVENT HIGHLIGHTS

These are planned events for the fall and spring semesters. We will send out information for additional information.

- Lunch and Learn (MCRPA Headshot Day), Thursday, November 14
- Seasonal Sendoff Potluck, Thursday, December 5, 12:00-2:00 p.m., Rockville Campus
- Valentine's Day Origami and Sweets, February, TBA
- Staff Enrichment Day, March, TBA
- National Poetry Week, April, TBA
- Five Weeks of Fun, April-May, TBA
- 10th Annual MCRPA Retreat (Music, Food, Travel), May, TBA
- June Group Travel

**Community Engagement & Events (CEE) Committee Meeting** | Second Tuesday of the month, 11:00 a.m-12:00 p.m., Zoom

**Membership, Marketing, & Communication (MMC) Committee Meeting** | First Wednesday of the month, 10:00-11:00 a.m., Zoom

**Professional Development Committee Meetings** | First Thursday of the month, 2:00-2:45 p.m., Zoom

\*Monthly committee meetings are open to all MCRPA members. Contact the committee chair and vice chair for Zoom link.

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## President's Corner

October has been a month full of connection, growth, and a little bit of spookiness! We had a fantastic time participating in ELITE's First Faculty Fridays and Super Staff Tuesdays. John Amoroso hosted a coffee break for First Faculty Friday, and we're seeing more faculty—especially part-time—engage with MCRPA and recognize its value. It's great to see the impact MCRPA has across our College!

On Super Staff Tuesday, Karylvette Acevedo and I hosted a session on *What Type of Leader Are You?* It was well attended by members and non-members alike, and we had a wonderful time exploring leadership styles. It's rewarding to see so many using professional development to invest in their growth. MCRPA is dedicated to helping our members showcase their talents and passions, so if you'd like to host or co-host a session during SST or FFF, let me know—we are here to help you bring your ideas to life!

We also enjoyed a virtual Halloween event hosted by Nghi Nguyen, who brought a fun, spooky twist that kept things thrilling without getting too scary (just the way I like it!). To wrap up the month, we had a fantastic turnout at Summers Farm on the 26th. Members, family, and friends gathered for a cozy evening of s'mores by the firepit, fireworks, and all-around camaraderie.

November brings even more to look forward to—keep an eye out for new an-



nouncements! And don't forget to save the date for our potluck on December 5th. I'm excited about all the shared moments and contributions that lie ahead. Thank you for bringing your talents and enthusiasm to MCRPA!

See you next month!

Dr. Christine Crefton,  
MCRPA President



**The Montgomery College Open Enrollment starts October 21 and runs through November 8.**

**Complete Goleman Questionnaire**

Discovering Your Leadership Style  
 (http://www.willrymer.com/leadership-styles.html)  
 Answer the following statements as accurately as you can. Circle the number that most closely aligns with your current behavior.

1- Strongly Disagree  
 2- Disagree  
 3- Neutral  
 4- Agree  
 5- Strongly Agree

1. Leadership Style:

a. I believe in taking people with me, not just telling them what to do.	1	2	3	4	5
b. I like to be involved in setting the direction of travel.	1	2	3	4	5
c. I like to set out a clear vision for the future.	1	2	3	4	5
d. I like to make sure that everyone understands where we're going.	1	2	3	4	5
e. I'm great at helping people to change direction.	1	2	3	4	5
TOTAL					

PDF to Style: \_\_\_\_\_  
 - putting time into developing people's skills. 1 2 3 4 5

Full Questionnaire  
 Extra resources included

**Transformational Leadership Survey**

Transformational Leadership Survey  
 "You have achieved excellence as a leader when people will follow you anywhere if only out of curiosity." - Colin Powell

This survey is designed to provide you with feedback about your level of preference or comfort with Transformational Leadership. Since this survey is a learning tool used in training programs, such as leadership development, rather than a research tool, it has not been formally checked for reliability or validity. However, I believe it to be a fairly accurate tool.

Be honest about your choices as it is a self-assessment tool to learn new leadership skills.

PDF the below scale, circle the number to the right of each question that you comes closest to your level of proficiency and comfort.

Transformational Leadership Survey

**Servant Leader Assessment**

The Servant Leadership Questionnaire (SLQ)  
 The Greatest Leadership Questionnaire (SLQ) by Liden, et al., (2008) is a 20-item scale that assesses seven major dimensions of servant leadership: conceptualizing, emotional healing, enabling behaviors, helping followers grow and succeed, behaving ethically, empowering, and creating value for the community. Using exploratory and confirmatory factor analysis, Liden et al. established the multiple dimensions of this scale and described how it is conceptually distinct from other leadership measures. By completing the SLQ you will gain an understanding of how servant leadership is measured and explore where you stand on the different dimensions of servant leadership. Servant leadership is a complex process, and taking the SLQ is one way to discover the dynamics of how it works.

Instructions: Select two people who know you in a leadership capacity such as a teacher, fellow group member, or follower. Make two copies of this questionnaire and give a copy to each individual you have chosen or email it to them. Using the following 7-point scale, ask them to indicate the degree to which they agree or disagree with the following statements as they pertain to your leadership. "Excellent" is referring to you in a leadership capacity.

Key: 1 = Strongly disagree 2 = Disagree somewhat 3 = Disagree 4 = Unreliable  
 5 = Agree somewhat 6 = Agree 7 = Strongly agree

1. Others would seek help from him/her if they had a personal problem.	1	2	3	4	5	6	7
2. He/she emphasizes the importance of giving back to the community.	1	2	3	4	5	6	7
3. He/she can tell if something work related is going wrong.	1	2	3	4	5	6	7
4. He/she gives others the responsibility to make important decisions w/ the new job.	1	2	3	4	5	6	7
5. He/she offers career development advice.	1	2	3	4	5	6	7
6. He/she offers career development advice.	1	2	3	4	5	6	7
7. He/she offers career development advice.	1	2	3	4	5	6	7

PDF Servant Leadership Questionnaire

Servant Leadership Questionnaire

# Empowering Women in Community Colleges: Reflections on the AAWCC 2024 Conference

## Leadership Development Session Explores Goleman's Leadership Styles

On October 8, MCRPA President Dr. Christine Crefton and member Karlyvette Acevedo led an insightful virtual session titled "What Style of Leader Are You?" for ELITE's Super Staff Tuesdays. This one-hour session attracted a diverse group of participants eager to enhance their understanding of leadership styles and emotional intelligence.

The session began with a self-assessment based on Daniel Goleman's six leadership styles: Visionary, Coaching, Affiliative, Democratic, Pacesetter, and Commanding. This assessment allowed attendees to identify which leadership style they naturally embodied, offering a personalized perspective on their approach to leadership.

Following the self-assessment, Dr. Crefton

and Acevedo delved into the vital role of emotional intelligence in shaping effective leadership. Participants learned how emotional intelligence impacts decision-making, team dynamics, and overall leadership effectiveness. The presenters provided practical strategies for adapting leadership styles to fit various situations and better meet the diverse needs of their teams.

To further enrich the participants' learning experience, attendees received take-home assessments focused on Servant and Transformational Leadership. These additional resources will allow them to continue developing their leadership skills beyond the session, broadening their leadership toolkit and fostering a deeper understanding of effective leadership practices.





Several of our members had the privilege of attending the 2024 American Association for Women in Community Colleges (AAWCC) Annual Conference, held from October 31 to November 2 in Arlington, VA. This year's theme, "Leading Like a Woman, 50 Years Strong," celebrated five decades of influential leadership by women in community colleges.

We're thrilled to announce that Tilandra Rhyne received the distinguished AAWCC Women Under 40 Award, which honors exceptional young women in community colleges who go above and beyond their primary roles to make a significant impact. Tilandra's dedication and leadership embody the qualities celebrated by this award, making her a true inspiration to us all.

Another highlight was Dr. Tykesha Reed's

engaging presentation, "Leading with Heart: A Workshop on Self-Care and Empathy for Leaders." Her insights on leadership resonated strongly, reflecting the immense talent and passion we are proud to have within our MCRPA community.

If you're interested in learning more about the MC Chapter of the AAWCC or getting involved, please reach out to Dr. Zenobia Garrison, the current Chapter President.

More information is also available at <https://info.montgomerycollege.edu/offices/aawcc>.



Tilandra Rhyne received the distinguished AAWCC Women Under 40 Award.

# Lunch Bunch: Professional Headshots

Thursday, November 14, 12:00-1:45 p.m., Rockville Campus, Mannakee Building, Room 123

Join members for one of our first Lunch Bunches of the year! Bring your lunch, enjoy some time connecting with other members and if you want, sign up to get a new headshot taken. RSVP in advance to let us know if you'll be attending for just lunch or if you'd like to get a headshot.

Headshots timeslots will be limited and available on a first-come, first-serve basis. Available timeslots will be sent after you RSVP.



# Fright Day: Classic Scares, Timeless Fun

We hosted our annual Halloween Fun (and Not-So-Scary) event on October 22, and it was a spooky blast for everyone who attended!

The festivities kicked off with an engaging icebreaker activity, where participants had the chance to share their favorite recently-watched horror or sci-fi movies, or the latest spine-chilling book they had read. While some members dove right into discussing their love for horror classics and modern sci-fi thrillers, others admitted that they preferred the suspense and tension of thrillers over the traditional scares of horror.

After warming up with the icebreaker, we dove into an exciting round of Halloween Jeopardy! The game featured a mix of fun, spooky-themed trivia questions that, while not too difficult (especially if you had Google on hand!), gave everyone a chance to learn something new about the holiday. From little-known facts about Halloween traditions to quirky bits of trivia, it was a lighthearted and educational experience for all.

Following Jeopardy, we moved on to our Social Halloween Bingo. In this interactive game, everyone had a chance to participate, and even if you

didn't quite fill out your Bingo card, everyone was still a winner! It was a great opportunity to learn more about each other. The conversations that sparked during Bingo allowed us to get to know one another better.

Thank you to all who participated, and we look forward to scaring up some more fun next year. Stay happy and ghoulish until we meet again next October!



# Dr. Hoa Nguyen Represents Montgomery College as White House Fellow



On October 3, 2024, the President's Commission on White House Fellows announced the 2024-2025 class of Fellows, and MCRPA member Dr. Hoa Nguyen was among the 15 exceptional individuals selected nationwide. She is assigned to the National Economic Council and the United States Coast Guard as part of her fellowship.

At Montgomery College (MC), Dr. Nguyen served as an associate professor and Chair of the Business department, where she helped establishing a zero-textbook-cost Business degree, saving thousands on education costs for students.

Under her leadership, faculty and students have earned numerous recognitions and awards at the local, state, and national levels. She also co-planned initiatives that led to the creation of the Asian American Native American Pacific Islander-Serving Institution (AANAPISI) Taskforce at the college. Her efforts at the College earned her the 2024 Excellence in Equity Award.

"As an immigrant who became a US citizen one month before the application period opened, I'm living the American Dream," said Dr. Nguyen. "My White House Fellowship is an extraordinary opportunity to learn from top leaders about policy making and serving the nation."

In October, Dr. Nguyen invited four MC colleagues for a tour of the East Wing. For all four, it was their first time visiting the White House, admiring presidential artifacts, and touring rooms where significant events happened. Dr. Nguyen hopes that more community college employees and students get to have similar experience.

One of Dr. Nguyen's goals in the fellowship is to gain a deeper understanding of how the federal government operates. More importantly, she hopes to share valuable insights from her fellowship with students and rising leaders from marginalized communities.

"It gives me hope that the highest office welcomes people from all walks of life and does not forget those from marginalized communities," said Dr. Nguyen.

Established in 1964, the White House Fellows is one of the most prestigious programs for leadership. It provides exceptional emerging leaders with the opportunity to work at the highest levels of the federal government. Over the course of a year, Fellows collaborate with senior White House staff, Cabinet Secretaries, and other top officials, gaining the skills and knowledge to become stronger leaders in their communities. The fellowship is awarded on a non-partisan basis.

The selection process for the White House Fellows Program is rigorous. Each year, applications are vetted by the President's Commission on White House Fellowships to identify the most promising candidates. The application portal opens in November. Regional Finalists are chosen for interviews by local leaders in early Spring, with the final round of interviews taking place in Summer. If you are interested, please visit White House Fellows' website.





The Class of 2024-2025 White House Fellows. Dr. Hoa Nguyen is placed at the National Economic Council and the United States Coast Guard. This year's Fellows were chosen through a competitive process and are a skilled and dedicated group. They have diverse backgrounds, including the private sector, state government, academia, non-profits, medicine, and the military.



Photo from Rose Vela, LinkedIn



## MC Wellness: In Step with Diabetes Series

Join us for the Montgomery College "In Step with Diabetes Series" - for everyone. You do not need to be diabetic or pre-diabetic to attend.

Wednesdays, November 6, 13, and 20 at 1:15 p.m.

The three 1-hour classes, led by Kaiser Permanente, will equip you with the knowledge and skills to better understand diabetes and the lifestyle changes needed to support healthy living. Learn practical strategies for healthy eating, physical activity, and blood sugar control and how to incorporate these changes into your life. We invite you to attend for yourself and/or in support of a friend or family member.

Register at [t.ly/Zntd2](https://t.ly/Zntd2)

## A Cozy Night Out: Fall Fun and Fireworks at Summers Farm

Our visit to Summers Farm was the perfect way to celebrate fall! We had a fantastic turnout, with friends and family joining in the fun.

From gathering around the cozy fire pit and enjoying snacks and s'mores to navigating the corn maze, there was something for everyone.

We also met some friendly farm animals and ended the night with a spectacular fireworks show. It was an evening filled with laughter, great conversations, and a wonderful sense of community.

Thank you to everyone who came out and made it such a memorable experience!





# A Memorable Trip to France: Celebrating My Grandmother's 90th Birthday

This past September, I embarked on a special trip to France to celebrate my grandmother's 90th birthday. The journey began with a long but scenic four-hour drive from Charles De Gaulle airport to her home in Quevert. Although the drive was lengthy, the anticipation of seeing family and celebrating such a significant milestone made it worthwhile.

Throughout the week, we made the most of our afternoons by taking hiking trips to nearby beaches. These peaceful walks were the perfect way to relax and enjoy the coastal beauty.

The highlight of the trip, of course, was my grandmother's 90th birthday party. Family and friends gathered to celebrate her incredible life, filling the house with love, laughter, and heartfelt moments. Amidst the festivities, an unexpected guest arrived—our neighbor's cat, who casually wandered in and became the center of attention for a while, adding a touch of humor to the occasion.

Before returning home, I spent a day walking

around Paris. The city's timeless charm was a perfect way to end the trip, providing a moment to soak in the sights before heading back to the airport for my flight home.

This vacation was more than just a trip; it was a meaningful celebration of family, milestones, and unforgettable memories.



## Tuesday Trivia, November 19, 7:00 PM, at The Creek Lodge

The start time from the venue is 7:00 p.m., for Trivia. There will also be “Taco Tuesday” specials at restaurant.

The team names/ list of players is submitted (in person) by 7:00 p.m. Trivia plays until 9:00 p.m., but everyone’s not required to stay till the end. Recommend arriving early (6:30 p.m.) if ordering food/drink to get situated; gets busy after 7:00 p.m.

They allow a team MAX of 7 people, so we can have more than one team for MCRPA (depending on turn out).

A large cruise ship deck with people walking and a group of five people posing for a photo. The ship is white with blue accents and has multiple decks visible. The group consists of four women and one child, all dressed in casual summer attire. The deck is paved with light-colored tiles and has a lifebuoy visible on the right side.

**From Ocean Cay to San  
Juan: Discovering the  
Caribbean with MSC  
Cruise**

Our family took our second cruise of the year in late October—this time, a Halloween Cruise. It came just a couple of weeks after our Alaska Cruise, which left from Seattle (more on that in the MCRPA *October Digest*).

This time, we departed from Miami for an MSC Cruise to the Bahamas. Due to a storm, our itinerary was adjusted, and our first stop was MSC's private island, Ocean Cay, Bahamas. It was a beautiful place, with crystal-clear blue waters, where we spent a few sunny hours enjoying the warm Caribbean Sea.

The next two stops were new to us. Our first was San Juan, Puerto Rico. We'd missed this port on two previous cruises due to storms, so it was exciting to finally visit and take a brief walk around the city.

Our second stop was Puerto Plata in the Dominican Republic, where we browsed a charming shop area and picked up some souvenirs. In Nassau, we made a quick stop for a walk, as we've visited

several times before.

We also spent a few days in Miami before the cruise, enjoying the amazing weather, taking plenty of photos, and even visiting a Vietnamese fruit farm to pick up fresh fruit.

Overall, it was a great cruise with delicious food and some fantastic entertainment onboard!



MCRPA was established in 2011 as an employee resources group. We collectively seek out opportunities to learn and grow as individuals and as burgeoning professionals. Our members are enthusiastic supporters of Montgomery College's mission and community. If you have a desire to get involved and participate in hands-on personal and professional development activities, networking, and community service, you are a perfect fit for MCRPA.

Each MCRPA member plays an important role in our structure. Because our activities directly result from our members' shared interests, we encourage our members to engage with MCRPA programming. Members determine the intensity and time commitment of their involvement. We realize that members have other commitments, both personal and professional. Explore our committees, events, membership and leadership team. MCRPA always welcomes suggestions for new roles and/or committees.

Join MCRPA - <https://www.montgomerycollege.edu/offices/mcrpa>

Contact Us - [mcrpa@montgomerycollege.edu](mailto:mcrpa@montgomerycollege.edu)





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