

MONTGOMERY COLLEGE GOVERNANCE

Employee Services Council

November 17, 2016 / MKE 335 / 2:00 p.m.

Attendees

Members present: Nelida Andres, Veronica Arroyo, Rich Cerkovnik, Amy Crowley, Lisa Dyer, Elaine Doong (HRSTM), Liz Feldman, Victoria Lees, Alejandro Leopardi, Alex Micich, Genesis Powers

Members absent: Suzan Hussein

Guests: Tami Flowers, Julie Weber

Call to Order

Chair, Amy Crowley, called the meeting to order at 2:02 p.m.

- No constituent concerns presented
- Motion made by Amy to approve October 27, 2016 minutes and seconded by Alex, minutes are approved

Chair's report

Overview of College Council meeting on November 8th

- Middle State Update by Co-Chair Dr. Eric Benjamin
 - 250 non duplicated participants but they still need more student input
 - What they have been hearing is MC needs to remain affordable and accessible, unfunded mandates are an issues as is adjunct faculty development and how integrated counseling services aligns with the strategic plan.
 - They are still on track to put together the first draft of their report in early 2017.
- Dr. Janet Wormack provided a presentation on Financial Sustainability and Budgeting
 - The BOT's areas of focus for the College are: Community Engagement, Educational Excellence and Financial Sustainability and Regulatory requirements.
 - College completed a SWOT analysis and has looked at their resources and strengths and what we do well vs. our weaknesses and what we can do better or what are our threats.
 - Dr. Wormack will be sending out emails on her compensation and classification sessions as well as emails on "Workday" and on literacy on the budget.

--The Spirit Week Food Bank initiative was a huge success

--The reestablishment of the post-graduation celebration was discussed and the thoughts expressed by ESC were mixed on the necessity.

--Student Council Chair would like the College to look at a deal with Metro and Metro Bus similar to one that is being piloting by American University whereby students can use service for \$130 for the term.

EEAG Update: Met with Ed Riggs, Tacy Holliday and Janet Wormack to determine how we will proceed with the recommendations from last survey and the College will prepare for next survey. The next survey will be done using an external survey tool in April 2016.

Code of Conduct: The document was officially presented at the PEC by the Code of Conduct Subcommittee Co-chairs; Ellen Terry and Julie Foster, College Council Chair; Ed Riggs, ESC Chair; Amy Crowley and former Ombuds and Special Assistant to The President; Sarah Espinosa and will be voted on during their next meeting. The policy and procedure will then need to be officially posted college wide for comments with the final step in the process being the BOT approval.

ESC '16-'17 Goals

Goals presented and chosen:

- PT faculty representation in the governance system
- FMLA
- "Destination Employer"
- Job shadow program to help increase student success

Group activity to brainstorm on goals

Ombuds presentation

Julie Weber:

Ombuds is a conflict "resolution" outlet for MC employees, faculty and staff. The Ombuds is someone to talk to in time of conflict or discomfort in the work environment. Their motto is: -Confidential

-Informal

-Impartial

-Independent

The outcome is up to the participant that presents the issue. They ask every participant "How can we help you". Julie shared the progress report for the third year of service.

Telework constituent concern

Janet Campbell

Talked about the purpose of telework and pro's and con's for implementing this policy which has been in effect since 2001. The dilemma is determining which employees this policy will work for and the fact that some supervisors will not approve telework and there is no appeal process.

New Business

ESC has been approached by a long-time employee about advancement in this organization.

Motion made to discuss this issue and it was accepted by Nelida.

Meeting adjourned 4:00 p.m.