

MONTGOMERY COLLEGE
2022 ANNUAL REPORT



Managing CHANGE Moving FORWARD





Lisa Usher

BOARD OF TRUSTEES

New Montgomery College President, Dr. Jermaine F. Williams, was formally recognized at the investiture held during the March 2022 Board of Trustees meeting.

(above) Montgomery College Board of Trustees (left to right): Evan Welleck, Gloria Aparicio Blackwell, Robert Levey, Marsha Suggs Smith, Michael Knapp, Dr. Jermaine F. Williams (seated), Dr. Michael Brintnall, Dr. Frieda Lacey, Dr. Kenneth Hoffman, Omar Lazo, and Maricé Morales.

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The Honorable Michael J. Knapp, Chair

Dr. Michael A. Brintnall, First Vice Chair

Dr. Frieda K. Lacey, Second Vice Chair

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Dr. Jermaine F. Williams, Secretary-Treasurer
 and President of Montgomery College

CONTENTS

5 INTRODUCTION

MANAGING CHANGE

6 ENROLLMENT

8 ACADEMIC PROGRAMS

9 STUDENT NEEDS

10 ATHLETICS AND STUDENT ACHIEVEMENTS

12 FINANCES

MOVING FORWARD

14 PARTNERSHIPS

15 MONTGOMERY COLLEGE FOUNDATION

16 ALUMNI ASSOCIATION

17 HEALTH AND SAFETY

18 FACULTY AND STAFF

20 FACULTY AND STAFF AWARDS

21 EAST COUNTY EXPANSION

22 EQUITY AND INCLUSION

23 TECHNOLOGY

24 LEADERSHIP

25 BOARD RESOLUTIONS





INTRODUCTION

MANAGING CHANGE

Managing change was the focus of much attention at Montgomery College in FY22. There were changes to student needs that grew out of the pandemic—such as class modality, lengths of term, financial support, and technology adaptations. An influx of pandemic financial support from federal and state sources called for a new apparatus to distribute grant awards from the Higher Education Emergency Relief Fund (HEERF) to students, and increased communications to determine students' precise needs.

As the College managed a successful, large-scale return to campuses, workforce development and continuing education sites, and community engagement centers after more than 20 months of remote and hybrid work, employees turned to the College for guidance on new health protocols and vaccine requirements.

The College managed a wave of administrative and logistical puzzles as students and employees began in-person learning again after the advent of coronavirus vaccines. New vaccine requirements at the College necessitated administrative processes to collect and confirm private health information as a system of medical and religious exemptions was also implemented.

At the same time, the College worked with all stakeholders on new health protocols to protect faculty, staff, and students in classrooms and work sites. It collaborated

with the county to stand up vaccine distribution and testing sites on the Germantown and Rockville campuses, providing essential services to the community during the continuing public health emergency.

MOVING FORWARD

While the College managed significant change this year, it also moved forward intentionally. Propelling the Montgomery College 2025 goals forward remained top of mind for faculty and staff. Initiatives were launched and the construction of buildings progressed. The College's potential expansion into a new physical realm, East County, continued extensive planning and collaboration that began before the coronavirus arrived. This was a year of adaptation, but not stagnation. The College moved forward in many spaces, often adapting pre-covid planning to meet the realities of evolving conditions.

The College's leadership also moved forward: Interim President Charlene Dukes led the College for six months, then passed the baton to the College's eleventh president, Dr. Jermaine F. Williams. Excitement about Dr. Williams' arrival, his experience, and his vision for the College mounted as he tackled his first months with enthusiasm and energy. Faculty, staff, and students greeted Dr. Williams with open arms, eagerly sharing their insights on the College and actively engaging in campus visits to learn his perspectives on the College's next chapter.



Representatives from state, county, and local jurisdictions gathered with MC board members and campus representatives in March to celebrate construction progress on the Catherine and Isiah Leggett Math and Science Building at the Takoma Park/Silver Spring Campus. The building will create instructional spaces to prepare students for careers in competitive, in-demand fields that fuel the economic vitality of the county. (Left to right): Dr. Michael Brintnall, Councilmember Hans Riemer, Councilmember Craig Rice, Marsha Suggs Smith, Council President Gabe Albornoz, Dr. Jermaine Williams, Dr. Frieda Lacey, Councilmember Will Jawando, MC student Layann Bashir, and County Executive Marc Elrich.

ENROLLMENT

Several factors outside the College continued to impact students in FY22, stressing them in ways that diminished the enrollment capacities of some. Lingering uncertainty in the job market meant some students were working less or not returning to employment. Incomes were stagnant while inflation increased. Racial violence was another anxiety nationwide, widely covered in the press and discussed at the College, with counseling options and collegewide dialogues offered to mitigate impacts.

Some combination of these trends certainly marked enrollment at MC in an unpredictable year. National trends around enrollment declines at community colleges were noted across the nation, but MC was particularly impacted with a 12% decline in spring 2022 over the previous year.

The College worked diligently to uncover the cause of the decline, with one MC survey of 300 non-returning students citing financial woes and employment schedules as their primary reasons for stopping out after the fall 2021 semester, despite needing more credits to advance. Inflation may also have heightened financial instability, especially in this region where the cost of living is higher than average—and moved some students to take fewer classes or stop out entirely.

CREDIT ENROLLMENT

The College continued to be agile in adjusting to demand for credit courses and to improving health conditions. Due to pandemic conditions, there were just a small number of face-to-face classes offered in the fall of 2020. Face-to-face classes in the fall 2021 semester made up only 20% of all classes with 80% being either structured remote or distanced learning. By spring 2022 face-to-face classes constituted just over 50% of all classes with the remaining classes either structured remote or distanced learning.

NONCREDIT ENROLLMENT

Noncredit enrollment also experienced enrollment declines, but program activity in several noncredit Workforce Development and Continuing Education (WDCE) areas began to rebound in FY22 with the resumption of highly sought face-to-face and hands-on laboratory programs. Several areas showed significant increases over the prior year: information technology, cybersecurity, health careers, commercial driver's license, English as a second language, and biotechnology noncredit offerings.

The Lifelong Learning Institute sustained its program activity this year by delivering courses on Zoom. Pre-GED students also benefitted from the expansion of remote delivery options—some of them unable to attend previously due to child care or work responsibilities.

The Governor's Emergency Education Relief (GEER) funding supports eligible individuals to enroll in workforce training classes that lead to a labor market recognized credential. In effect, these trainings provide students with credentials and skills to quickly return to work. Over a two-year period, GEER funding has underwritten tuition and fees and related instructional needs for more than 500 noncredit students.

WDCE showed some unique resilience: even though fewer students enrolled in FY22, students enrolled, on average, in more or longer classes than in the previous year.





Student enrollment declined nearly 14% from 2020 to 2021, down to 17,285 credit students, reflecting the national trend. More than half of MC students surveyed reported job loss or reduced income/employment through the pandemic. The College has responded by expanding class delivery options (structured remote and distance learning) and support services.

MARKETING FOR ENROLLMENT

The College pushed forward ambitiously to drive enrollment with new marketing.

- Increased digital and social media ads during winter and spring months targeted students who had not registered.
- A new series of videos demonstrated how to enroll in the College, helping students to master the process.
- College employees made thousands of phone calls to students to assist them with enrollment and answer questions about vaccinations or other concerns.
- MC contracted with a vendor to conduct special outreach to students who had applied to MC but never registered.
- Direct mail campaigns to county residents with messages about financial aid, Achieving Collegiate Excellence and Success (ACES), Early College, dual enrollment, and general academics were sent.
- College advertisements were posted to additional social media platforms, as well as geofenced (location based) digital ads targeting high school students in Montgomery County and beyond.
- An Innovation Grant was also awarded to a team of faculty and staff to create a Workforce Development and Continuing Education mobile career center to offer community members services like language literacy assessments, career coaching, advising, and career readiness in their own neighborhoods. The grant aims to serve primarily immigrant adult learners, who may be better reached in their own communities, and will be implemented in the coming year.

ACADEMIC PROGRAMS



DUAL ENROLLMENT PROGRAMS The College expanded Early College and Middle College opportunities for dual enrollment Montgomery County Public Schools students in FY22, with a record 266 students graduating with a high school diploma and an associate's degree in the May 2022 commencement ceremonies.

ADDITIONS The College continued responding to enrollment trends and labor market changes by adding new academic programs this year in data science, digital media and web technology, and media production. New certificates in building trades and media production were also approved this fiscal year.

UPDATES In addition, several programs were updated to reflect technology changes, such as the general graphic design degree, kitchen and bath design degree,

Montgomery College and Montgomery County Public Schools honored high school students who simultaneously earned a high school diploma and an associate's degree through various academic partnership programs. The May 17 event was held at Universities at Shady Grove in Rockville.

professional and technical writing certificate, and web development certificate.

FULLY ONLINE Two programs expanded to include fully online options, including professional and technical writing, and web development.

STUDENT NEEDS

Student need with respect to food, housing, and technology access continued to be heightened with surveys showing new levels of vulnerability as the nation moved into its third year of coronavirus conditions.

The Student Health and Wellness (SHaW) Center for Success continued to meet students' basic needs through food delivery, workshops, and mental health events.

The SHaW Center was awarded a three-year \$973,741 grant from the U.S. Department of Education to connect underserved students with college and community resources for food assistance, health and mental health support, housing, transportation, and other needs. The grant was one of only six awarded in the nation for basic needs for post-secondary students.

ECONOMIC RELIEF

The College managed a wave of requests for financial assistance from its own emergency funds and worked tirelessly to connect students with relief sources outside the College. Since the start of the pandemic, the College has distributed \$31.5 million in student emergency aid from relief sources.

The College also used federal relief to prepare its facilities optimally for the return to campuses. It conducted extensive air quality assessments in older buildings and received recommendations for the addition of UV lighting and upgrades to appropriate heating, ventilation, and air conditioning (HVAC) systems, to limit the transmission of all viruses through the air, in accordance with Centers for Disease

Control and Prevention and the American Society of Heating, Refrigerating, and Air-Conditioning Engineers (ASHRAE) air quality standards. Several of the HVAC upgrade projects are continuing over the summer in preparation for the fall 2022 semester, with some projects requiring building closures.

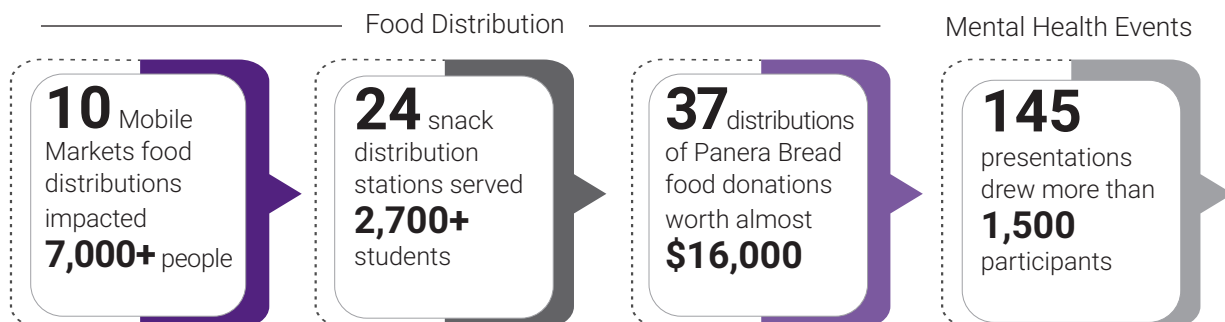


Workforce Development and Continuing Education programs continue to prepare students for in-demand careers, including automotive technology, health care, information technology, and education.

Additional economic relief is being used to advance instructional flexibility in some classrooms and labs, to enable remote and hybrid learning. Technology expansion is an additional area to which the College is directing relief aid: portable technology for employees—laptops and docking stations—as well as Wi-Fi access in parking lots that facilitate remote working, as well as teaching and learning.

Personal protective equipment such as KN95 masks and hand sanitizers were also funded by relief grants.

SHaW CENTER ASSISTANCE BY THE NUMBERS



Ana Torres



Ana Torres



MC Athletics Michael Simone

ATHLETICS AND STUDENT ACHIEVEMENTS

As students embraced the return to campus, student life activities, clubs, and public service initiatives, they also resumed athletic competitions. While starting the fiscal year with strict COVID protocols in place, these were loosened as infection rates declined and spectators were allowed to return to indoor sports. Raptor teams responded to the energy that spectators brought to the competition, winning three Region XX championships in volleyball (Division II), women's soccer, and men's soccer (Division I). Two student soccer players—a man and a



woman—made the NJCAA All American Team, which were the first All American awards since Montgomery College transitioned to the Division I and II levels.

During the winter sports season, men's and women's basketball teams ended their

seasons in the Final Four tournament for the region. Four basketball players (one man and three women) were selected for the All-Region Team, which draws on the top players in the region.

AMIDST CHANGE, STUDENT ACHIEVEMENT SOARS

Even amidst adversity, MC students produced some extraordinary outcomes this year, proving that talent and targeted support can propel students forward. A record 10 MC students were semifinalists for the prestigious Jack Kent Cooke Undergraduate Transfer Scholarship. The award grants up to \$55,000 annually for educational expenses for community college transfer students to complete a bachelor's degree. Three MC recipients were announced in May, among only 100 students in the nation. Elias Stowell, Marthe Medalebem Sanjol, and Anna L. Chacon are all members of honors programs at MC, each with exceptional leadership and community service to their credits.



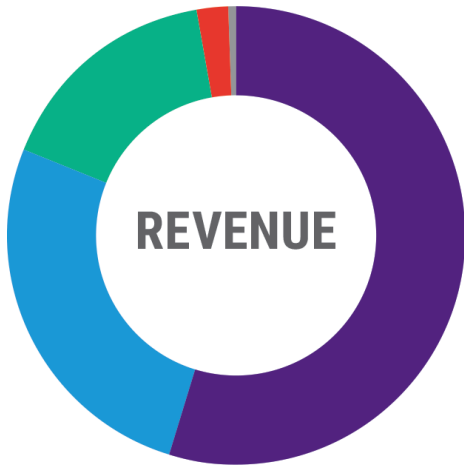
Marthe Medalebem Sanjol was one of three MC students who received a Jack Kent Cooke Undergraduate Transfer Scholarship this year.

A team of Montgomery College students won the Grand Prize at the 2022 University of Maryland Info Challenge, a weeklong competition. The competition, "Going Beyond Data," added two new tracks this year to the data analytics option: design and cybersecurity. This event was hosted by the University of Maryland's College of Information Studies, and MC fielded two teams in the competition. An MC professor of electrical engineering enthusiastically mentored students and provided guidance that resulted in this outstanding achievement.

Additional student awards this year included a 2022 Critical Language

Scholarship to study Arabic, and seven MC students were recognized at the annual Phi Theta Kappa All-Maryland Academic Team recognition dinner.

MC Raptors: (top) women's soccer team, men's soccer team; (center) Tiyanna James scored a fast break lay-up to finish with 40 points against WVU Potomac State College. (bottom) women's volleyball team. Kaleah Boykin taking a three-pointer to help defeat Hagerstown CC 90-46.



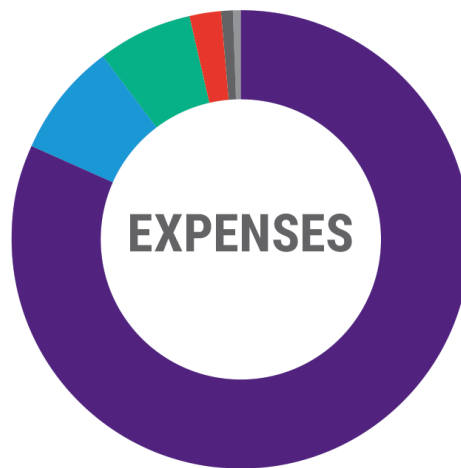
REVENUE

Montgomery County continued to provide the largest component of the College's funding—more than half of the operating budget. With this support, the College continues its efforts to expand access, protect affordability, and drive student success and completion. Final action by the Maryland General Assembly funded community college state aid in accordance with the Cade Funding Formula.

Tuition was the College's second largest source of revenue at 26 percent in FY22 followed by state aid at 16 percent. The College contributed \$5.9 million from fund balance.

EXPENSES

Eighty-two percent of College spending goes to salaries and benefits. It is the College's largest expense, and a critical component in fulfilling the mission. Contracted services spending is a distant second, followed by utilities, supplies, Board of Trustees (BOT) grants, and other expenses. The College's most important asset is its faculty and staff: They rose to extraordinary heights this year to meet the needs of our students while foregoing pay raises.



- **\$217.0 million**
Salaries and Benefits
- **\$20.8 million**
Contracted Services
- **\$17.7 million**
Other
- **\$6.1 million**
BOT Grants
- **\$2.2 million**
Conferences and Meetings
- **\$0.9 million**
Communications



Construction progress continues on the Catherine and Isiah Leggett Math and Science Building on the Takoma Park/Silver Spring Campus. The 105-square-foot facility will prepare students for high-tech and in-demand career fields ranging from cybersecurity to life sciences. A ceremonial steel beam, pictured here, was signed by students, faculty, and staff on campus and presented to stakeholders at a ceremony in March.

[MOVING FORWARD]



Courtesy, Jennifer Lust

PARTNERSHIPS

The Board of Trustees adopted an operating budget that requested \$500,000 to invest in the ignITe Hub on the Rockville Campus in partnership with the county. The partnership allows the College to advance innovation and early access to STEM disciplines with a brand-new facility located on Montgomery College's Rockville Campus. Located in the Mannakee Building, the hub provides a physical and virtual space where students, lifelong learners, faculty, local business owners, and community members can grow their technology and coding skills, learn to create

apps, collaborate to solve problems, and create or improve existing products and services.

The ignITe Hub was made possible through a partnership of the College with Montgomery County government, MCPS, the Montgomery County Economic Development Corporation (MCEDC), and Apple. The center will provide cutting edge programming for learners of all ages in coding, cyber, IT programming, and entrepreneurship.

(above) Montgomery College Senior Vice President of Academic Affairs Sanjay Rai, County Executive Marc Elrich, Montgomery County Councilmember Craig Rice, Montgomery College President Jermaine F. Williams, Montgomery County Public Schools (MCPS) Interim Superintendent Monifa B. McKnight, and representatives from Apple Inc. were joined by MCPS students, business leaders, and community members to celebrate the grand opening of the ignITe Hub on May 14.

MONTGOMERY COLLEGE FOUNDATION



The Montgomery College Foundation helped manage change last year with a record-breaking fund-raising year. Over \$9 million was raised, far exceeding the \$5 million goal. All told, donors established 36 new scholarships in FY22, including the Parent Student Support Fund. A generous donor who sought to help MC students who are single parents committed an anonymous gift of \$1 million dollars through her estate and another \$45,000 for current use scholarships so that parent-students would have immediate access to scholarship support.

The largest gift ever received by the foundation was recorded in FY22—a \$4 million bequest from anonymous donors to provide scholarships to students majoring in mathematics, chemistry, or physics. The foundation recognized 21 donors and three organizations at its 1946 Society event. Established in 2007, the 1946 Society inducts donors who have demonstrated their abiding commitment to the MC mission with lifetime giving of \$100,000 or more.



The foundation also facilitated the presentation of an honorary degree to longtime MC supporter, foundation board member emerita and former professor, Catherine Scott. As a long-serving faculty member and a generous philanthropist, Ms. Scott's impact on the College has been immeasurable. Her name is already present on a Takoma Park/Silver Spring Campus building, and she was presented with the College's 100th honorary degree in recognition of the lasting impact she has had on students, the mission, and the work of the foundation's board of directors.



The Presidential Scholars Program was also launched this year with 18 new scholars participating in the pilot. The program was created to increase the representation of African American men in high-wage, high-demand careers. Participants receive individualized financial aid support, academic support, student support services, as well as connections to a network of internal and external mentors.

(top) Catherine Scott, former professor, Montgomery College Foundation board member emerita, and longtime MC supporter received an honorary degree. (center) Awards to members of the 1946 Society recognized their \$100,000+ donations to the Montgomery College Foundation over their lifetimes. (bottom) Scholarship recipients at the 1946 Society event.



ALUMNI ASSOCIATION

The Alumni Association worked with Student Affairs to advise the Presidential Scholars Program staff on best practices for virtual mentoring, and on connecting mentors with students. The Macklin Business Institute (MBI) alumni chapter hosted a series of panels, sharing MBI graduates' career insights with current students in accounting, real estate, entrepreneurship, and investment banking. The as-

sociation opened a chapter of Achieving Collegiate Excellence and Success (ACES) grads as a networking resource for ACES cohorts moving into upper-level studies and careers. The association continued to fund scholarships and resumed in-person outreach and awareness efforts, including its signature fundraising event, Dogfishing for MC Scholarships, which raised a record \$12,000 this year.

Presidential Scholars Program students with Dr. Carmen Poston Farmer (center), director of student affairs and initiatives, at the program's year-end celebration in May (Rockville Student Services Center).

HEALTH AND SAFETY

The College is deeply indebted to Dr. Charlene Mickens Dukes for her service this past year. Dr. Dukes agreed to come out of retirement to serve as interim president when the need arose. She led the College during its most intense return-to-campus activities, transitioning out of emergency remote status when most employees worked from home or in distant formats. The unexpected arrival of the coronavirus delta variant forced a pivot from the August return plans originally in place to hybrid conditions with strict vaccination and masking requirements. Dr. Dukes' leadership during this period was instrumental in keeping classes accessible to students and keeping people healthy on campuses, as return plans were moved to November.

A coronavirus vaccine requirement for employees and students required significant coordination and collaboration with county and state entities. By February 2022, 97% of College employees were vaccinated, and 3% had received approved exceptions on medical or religious grounds, while testing regularly. Student vaccinations were not mandated until January 2022, with 87% submitting proof of vaccination or testing by March 2022.

Dr. Dukes communicated frequently with students, faculty, and staff about expectations regarding in-class protocols related to infections in class, quarantines for exposure, masking, and planning for any emergency pivots to structured-remote classes in case of new variants or high transmission rates. KN95 masks were widely encouraged on campuses with 20,000 distributed.

Under Dr. Dukes' leadership, the College also collaborated with the county in FY22 to stand up coronavirus-related health services to tens of thousands of residents on MC campuses. As a result, 37,000 vaccinations were administered, and 47,000 coronavirus tests were provided for county residents on the Germantown and Rockville campuses.

Face mask requirements were in place in the fall and spring semesters for face-to-face classes and student services, helping to keep coronavirus infection rates at College facilities manageable. The College continued to communicate frequently with students, faculty, and staff about expectations regarding in-class protocols related to infections in class, quarantines for exposure, masking, and planning for any emergency pivots to structured remote classes in case of new variants or high transmission rates.



Germantown Vice President/Provost Margaret Latimer (far left) and Dr. Charlene Dukes, interim president (2nd from right) with Student Life team on Opening Day 2021 at Germantown Campus.

These processes were facilitated by a newly hired public health director and a robust Return to Campus Advisory Team (RTCAT).

RTCAT had been created to provide recommendations on the return to on-site operations but pivoted to consider health and safety matters when the delta and omicron variants emerged. The RTCAT, composed of faculty and staff, met weekly with the public health director to examine evolving science, local metrics, operational issues, health and safety strategies, and to provide recommendations to the president about critical operational protocols. Through the transition back to campuses, the College consulted regularly with county and state health authorities on planning, communication, and resource allocation.

Under Dr. Williams' leadership, the College has continued to make data-informed decisions with a process that includes institutional stakeholders and keeps health and safety paramount. As the College ended the fiscal year, masks remained required in classrooms but were made optional in offices and workspaces. The vaccine requirement remains in place for employees and new employees and is strongly encouraged for students. Pandemic progress continues to be monitored daily with a focus on key indicators and guidance from local, state, and federal health agencies.



(above) “Students used the Smithsonian Institution’s vast resources to identify an artifact—a piece of art, exhibit, collection, music, or oral history—that represents a time in history when a community has come together to solve a problem for the greater good of all.” —Professor Stephanie Landon, ELAP, Linguistics and Communication Studies, and Smithsonian Fellow



FACULTY AND STAFF

Even amidst so much transition, MC faculty members tackled new areas of scholarship and enriched their pedagogy. A special fellowship to explore the impacts of the COVID-19 pandemic and recent social unrest across the country drew substantial faculty participation, as did the Montgomery College-Smithsonian Faculty Fellowship, which completed its 25th year in 2022. Two faculty members were awarded an Innovation Grant through the Montgomery College Foundation to create a pilot program to conduct wastewater surveillance on MC campuses for early detection of SARS CoV-2. The Robert Shoenberg Part-Time Faculty Fellowship selected its second cohort of part-time faculty recipients, and the Scholarship of Excellence in Teaching empowered faculty fellows to explore their own pedagogy in partnership with other faculty members.

MC was also awarded a \$350,000 National Science Foundation grant for a biopharmaceutical technician education project to address the local demand for

biotechnology technicians, especially in cell and gene therapy. Industry partners will work with MC faculty to develop a cell and gene therapy course, a cell and gene therapy certificate program, and two microcredentials that document specific cell and gene therapy skills. The course and certificate program aim to produce workforce-ready cell and gene therapy technicians.

MC was designated a National Center of Academic Excellence in Cyber Defense this year. Jointly sponsored by the National Security Agency and Department of Homeland Security, the designation affirms the College's ability to reduce threats to the national infrastructure by research in cyber defense and providing the nation with a pipeline of qualified cybersecurity professionals. MC students are now eligible to apply for scholarships and grants through the Department of Defense Information Assurance Scholarship Program and the Federal Cyber Service Scholarship for Service Program.

Left: (top) Students with Professor Stephanie Landon at the National Portrait Gallery in Washington, D.C.; (bottom left to right) Bioscience students with their professor learning laboratory techniques; Macklin Finance Lab instruction led by Accounting Professor Brian Baick.



Courtesy, Tiffany Thames Copeland

DR. TIFFANY THAMES COPELAND

Communications faculty member Dr. Tiffany Thames Copeland received a Fulbright U.S. Scholar Program award for the 2022–2023 academic year. Given by the U.S. Department of State and the Fulbright Foreign Scholarship Board, the program will support her research into the role of digital media and migration, “African Americans Respond to Ghana’s Mediated Call: Digital Media & The Year of Return.” Dr. Thames Copeland is the 12th Montgomery College employee to receive a Fulbright in the College’s history.

FACULTY AND STAFF AWARDS

PROFESSOR KELLY LIVERNOCHE

THE MC PART-TIME FACULTY OF THE YEAR AWARD

was given to Professor Kelly Livernoche, who joined Montgomery College in 2019 as an adjunct biology faculty member. In her role as an instructor, Professor Livernoche quickly became a standout with her peers



and students, with an extraordinary commitment to teaching, expertise in her discipline, and a sustained positive impact on students.

She served as an inspirational coach for the Achieving the Promise Academy and the so-

cial media coordinator. She also volunteered to convert six of eight biodiversity labs into a remote format when the College was forced into teaching and learning remotely, thus making substantial contributions to student learning. Professor Livernoche's tremendous adaptability allowed her to adjust quickly to the sudden changes in instruction modality and to share this knowledge with the MC community. She also shared it with other universities as part of the Nexus Institute of Quantitative Biology grant from the National Science Foundation. Her persistent commitment to innovation continues as she regularly modifies course content to fit the needs of students in the hybrid environment.

Professor Livernoche is lauded for her ability to communicate effectively with students and to help them to establish their career and educational goals. One of her students, the first to attend to college in their family, recognized Professor Livernoche's advice as valuable, saying that she "encouraged me to think differently about my life in general... I realized that I focused so much time in trying to get to the finish line without enjoying the path or process."

Also a member of the 2022 Faculty Cohort for Scholarship of Excellence in Teaching Fellowship, Professor Livernoche's expertise and tireless contributions to high quality work have made her an invaluable member of the MC community.

PROFESSOR DANIEL JENKINS

THE MC FULL-TIME FACULTY OF THE YEAR AWARD

was awarded to Professor Daniel Jenkins. A committed educator who has taught philosophy at Montgomery College since 2009, one nominator describes his "passion as an educator and scholar, his commitment to excellence, profes-



sionalism, ...and his total dedication to his students."

Professor Jenkins is tireless in his commitment to making philosophy "accessible to students so that they can become better critical thinkers who can effectively address problems in their personal and professional lives."

Philosophy is a tool for life, in Professor Jenkins' view, and he strives to share it with students: He organizes the Humanities Day Ethics Essay Contest, hosts the Jefferson Café, and is coach of the Montgomery College Ethics Bowl Team, which was awarded first place in the Maryland Regional Community College Ethics Bowl in both 2011 and 2012.

Professor Jenkins has partnered with colleagues in science, engineering and technology to develop a modern application of ethics to these fields, creating special sessions of the "Introduction to Ethics" course aimed at the specific needs of students in engineering, computer science, and cybersecurity, who may face philosophical questions about topics like autonomous technologies in their future professional work.

Professor Jenkins collaborates widely, having served on the College's Institutional Review Board, the Sabbatical Leave Committee, and on the core group of the MC Global Humanities Institute. He has participated in the Global Humanities Institute, which took him to China and two Summer Institute Fellowships with the National Endowment for the Humanities.

Professor Jenkins' impact on students is his greatest joy. One of his former students who had struggled academically and is now working on a master's degree wrote, "Professor Jenkins met me at my needs and because of that I am the person that I am today. I am fierce, strong, resilient, and independent." For his extraordinary pedagogy, impact on students, and personal commitment to collaboration, Professor Jenkins was named Montgomery College's Full Time Professor of the Year for 2022.

TILANDRA RHYNE

THE MC STAFF MEMBER OF THE YEAR AWARD

was presented to Tilandra Rhyne, who has worked at the College since 2008 and serves as an executive associate for the dean of health sciences, health, and physical education.

Ms. Rhyne works diligently to increase communication across the College. As the chair of the Takoma Park/Silver Spring Campus Council, she implemented go-to options for people who could not physically attend meetings. She also created a communication plan of monthly bulletins to the campus community and digital display boards to include governance updates. Ms. Rhyne is credited with bringing faculty and facilities together on the creation of an outdoor classroom space near the Resource Center on the campus.

She has shown extraordinary leadership in various capacities, including her service on the Libraries Organizational Redesign Taskforce and the Montgomery College 2025 Strategic Planning Committee. She has participated in the MC Chapter of the American Association of Women in Community Colleges and served on the President's Advisory Committee on Equity and Inclusion.

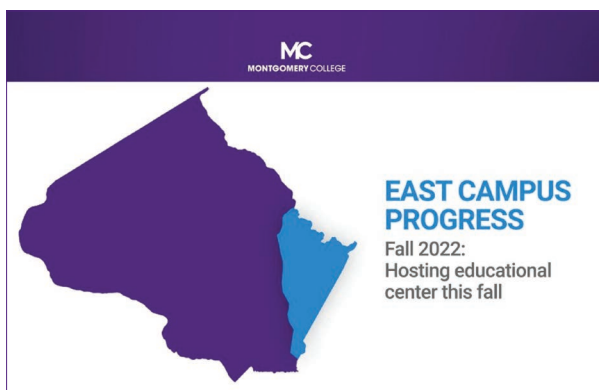
As one nominator put it, "Ms. Rhyne exemplifies the characteristics of someone who helps others achieve so that the entire College benefits." Another wrote, "Tilandra embodies the characteristics we desire and admire about our most exceptional staff. She is dedicated to and invests in her own growth and the growth and development of



Vanessa Zambrano

her colleagues." Ms. Rhyne also completed her bachelor's degree and M.B.A. while working full time at MC embodying the spirit of academic achievement at the College. For her impactful work at the College and tireless service to the community, Ms. Rhyne was awarded the Montgomery College Staff Member of the Year Award for 2022.

EAST COUNTY EXPANSION

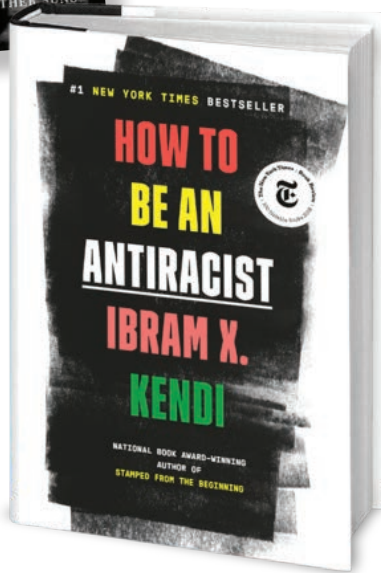
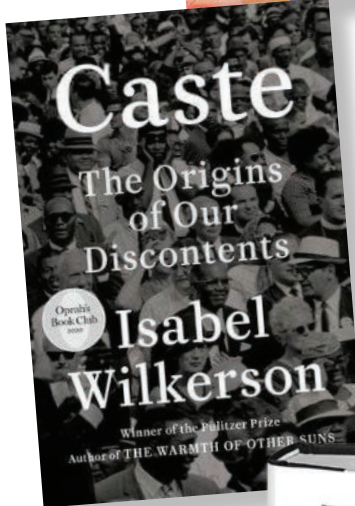
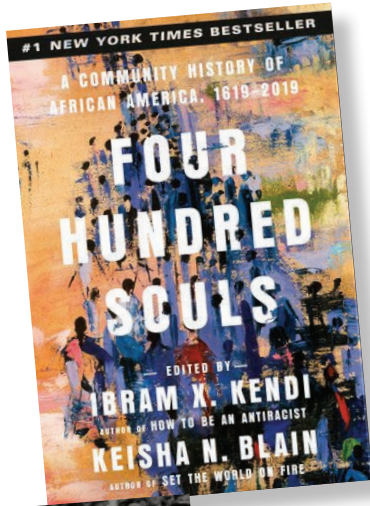


Montgomery County, Maryland

Several milestones were reached in FY22 around the College's expansion into East County. After planning, exploration, and study that launched in 2020, and with the Board of Trustees' 2021 authorization, the College made advances in locating a site for an education center, scoped out programs and services, developed a budget, and sought revenue sources. The Montgomery County Council voted to provide \$2.5 million towards the effort in FY23.

The College's East County Implementation Team worked on space needs analysis and budget estimates for upfront costs, as well as an academic program framework to meet East County needs. In addition to classroom space, it is recommended that the center include student services and a community engagement center office.

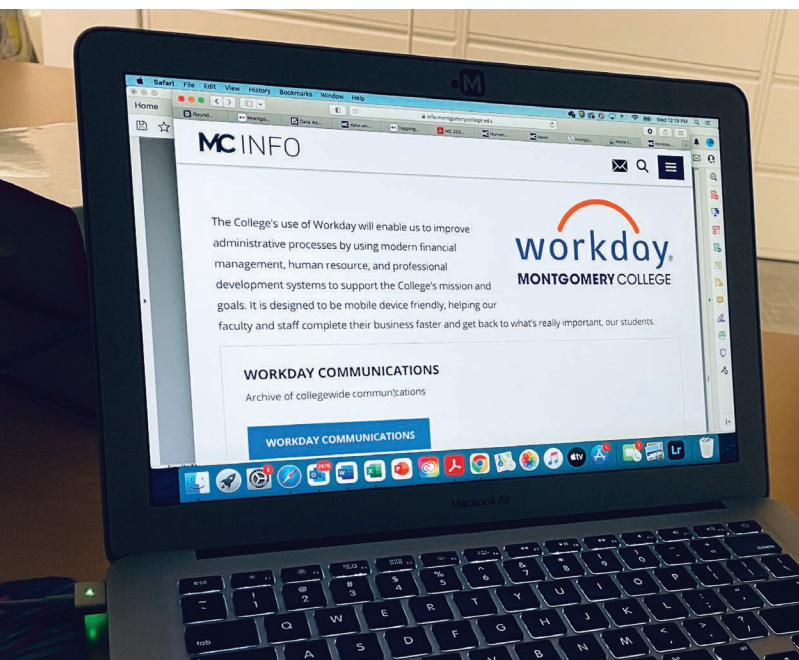
EQUITY AND INCLUSION



A variety of programming this year explored important topics around implicit bias and disability, racism, and violence in the wake of mass shootings, and welcoming newcomers to our community. The goal of becoming an anti-racist institution continued with extensive work.

- Book discussions drew more than 150 participants for conversations about Ibram X. Kendi's *Four Hundred Souls* and Isabel Wilkerson's *Caste: The Origins of Our Discontents*.
- Twenty-three students graduated from the Social Justice Inclusive Leadership Institute in the spring, newly minted to advocate for equity and justice across a range of topics.
- The College held monthly book discussions, open to students, faculty, and staff. Fall discussions focused on *400 Souls*, a compendium edited by Ibram X. Kendi and Keisha N. Blain, and spring discussions examined *Caste* by Isabel Wilkerson.
- The Office of Equity and Inclusion, the Universities at Shady Grove, and the Office of the County Executive partnered to present an event in the fall on critical race theory and its significance to our community.
- A spring follow-up dialogue event examined how decisions are made in the criminal justice and the legal system, and how the public can influence those decisions through a racial equity lens.
- The Social Justice Inclusive Leadership Institute, a program for students in the spring, was focused on antiracism. These MC students read the book, *How to be an Antiracist*, by Kendi and participated in racial equity training.
- The College's senior leadership went through its own learning by reflecting and journaling and delving into the *How to be an Antiracist Journal* by Kendi in monthly discussions. In addition, several trustees, Interim President Charlene M. Dukes, and the chief equity and inclusion officer presented MC's journey towards becoming an antiracist institution at the Association of Community College Trustees Leadership Congress.

TECHNOLOGY



IMPROVED EFFICIENCY AND ADAPTABILITY

The implementation of the Workday enterprise resource planning system at Montgomery College has been the primary focus of numerous employees for several years. The College completed the transition to Workday in January 2022, enabling it to improve administrative and business processes and services.

Workday empowers employees with self-service tools to manage essential processes while eliminating numerous manual and paper processes. Employees are mastering the system quickly as the College troubleshoots issues to fully utilize the system. The internal training module, MC Learns, was also launched, combining professional development, peer learning, and required training into a single, intuitive application.

The College's use of Workday will enable us to improve administrative processes by using modern financial management, human resource, and professional development systems to support the College's mission and goals. It is designed to be mobile device friendly, helping our faculty and staff complete their business faster and get back to what's really important, our students.



LEADERSHIP

As Dr. Duker helped the College transition from its longtime leader, former president Dr. DeRionne Pollard, to the new president, Dr. Jermaine F. Williams, she provided orientation and support in the process. The Board of Trustees announced Dr. Williams' selection at the end of the fall semester, and his arrival at the end of February was greeted with enthusiasm at the College. Dr. Williams took over the College at a moment that required both change management and ambitious forward motion. He dove in immediately by launching roundtables and listening forums with internal and external stakeholders, in order to capture insights about the College and its history. Dr. Williams documented his activities and lessons learned in a website and narrative, *First Impressions from My MC Learning Journey*.

To further assist in the transition, the Presidential Transition Advisory Committee (PTAC) was formed.

Dr. Williams charged the PTAC with providing advice and support so that, as the new president, he experiences an inclusive, welcoming, informed, and effective transition to Montgomery College in his first 500 days as president. The work of the PTAC is guided by a steering committee and supported by a resource team. Through the steering committee and resource team, the PTAC will be supported by a range of expertise across the College that will serve as a resource in the transition planning process.

Dr. Williams culminated the spring semester by leading two days of in-person commencement ceremonies, staged outdoors on the Rockville Campus to limit coronavirus transmission risks. Students and their families were exuberant to celebrate this milestone for the first time since 2019.

Dr. Jermaine F. Williams, Montgomery College president, presided over the College's commencement ceremonies, held May 25 and 26.

BOARD RESOLUTIONS IN FY22

ACADEMIC RESOLUTIONS

- 22-09-001 Graduates Receiving Associate's Degrees and Program Certificates in Summer 2021
- 22-11-019 Creation of the Art Associate of Arts
- 22-11-020 New Title for Graphic Design Associate of Applied Science
- 22-11-021 New Title for National Kitchen and Bath Association-Accredited Associate of Applied Science
- 22-11-022 Deletion of the Management Certificate
- 22-11-023 Deletion of the Paralegal Studies Certificate
- 22-12-030 Creation of the Data Science Associate of Science
- 22-12-031 Exemption of the 60-Credit Requirement for Community Health Area of Concentration, Arts and Sciences Associate of Arts
- 22-04-064 Modification of the Advanced Network Security Certificate
- 22-04-065 Modification of the Cloud Computing and System Administrator Certificate
- 22-04-066 Deletion of the Photographic Techniques Certificate
- 22-05-073 Graduates Receiving Associates Degrees and Certificates in Fall 2021
- 22-05-074 Graduates Receiving Associates Degrees and Certificates in Spring 2022
- 22-05-079 Modification of the Cisco Certified Network Associate + Security Certificate
- 22-06-094 Addition of a Fully Online Delivery Option for Six Community and Emergency Services Programs
- 22-06-095 Modification of the Medical Coder/Abstractor/Biller Certificate

BOARD AND COLLEGE MATTER RESOLUTIONS

- 22-09-007 Rescission of Board Support for Temporary Authority to Respond to COVID-19 Emergency
- 22-04-070 Board of Trustees' Schedule of Meetings for Fiscal Year 2023

BUDGET RESOLUTIONS

- 22-09-004 FY22 Capital Budget Fund Transfer, Site Improvements Project to the Roof Replacement Project
- 22-11-025 Supplemental Appropriation Request for the FY22 Federal, State, and Private Funds Budget
- 22-11-026 The Proposed FY23 Capital Budget
- 22-12-032 Amendment to the Proposed FY23 Capital Budget and Six-Year FY23–28 Capital Improvement Program
- 22-01-035 The Proposed FY23 Current, Enterprise and Other Funds Budgets
- 22-04-068 Tuition in Fiscal Year 2023
- 22-06-103 FY22 Capital Budget Fund Transfer from Planning, Design, and Construction Project to Facility Planning Project
- 22-06-104 Final Adoption of the FY23 Current, Enterprise, and Other Funds Budgets
- 22-06-105 Final Adoption of the FY23 College Capital Budget
- 22-06-106 Petition for FY23 State Funding for the Resource Center Library, Takoma Park/Silver Spring Campus
- 22-06-107 Petition for FY23 State Funding for the Catherine and Isiah Leggett Math and Science Building, Takoma Park/Silver Spring Campus

COLLECTIVE BARGAINING RESOLUTIONS

- 22-01-036 Memorandum of Agreement-Collective Bargaining Agreement Between Montgomery College and the Montgomery College Chapter of the American Association of University Professors
- 22-03-060 Memorandum of Agreement Between Montgomery College and the American Federation of State, County and Municipal Employees, AFL-CIO, Council 67, Local 2380
- 22-04-069 Collective Bargaining Agreement Between Montgomery College and the American Federation of State, County and Municipal Employees, AFL-CIO, Council 67, Local 2380

COMPENSATION RESOLUTION

- 22-06-108 Compensation in FY23

CONTRACT RESOLUTIONS

- 22-09-003 Award of Contract (Sole Source), Rise Display for Macklin Business Institute Finance Lab Internal and External Tickers
- 22-10-013 Award of Contract, Boiler Replacements at the Charlene R. Nunley Student Services Center and the Health Science Center, Takoma Park/Silver Spring Campus

BOARD RESOLUTIONS IN FY22

- 22-11-016 Multiple Awards of Contract, Youth Programming, Bid e421-007
- 22-11-017 Award of Contract, Renewal of Scala Software License, Bid e522-004
- 22-11-018 Contract Change Order, Multi-Facility Ground Maintenance and Pond Weed Control Services, Bid 420-001
- 22-12-028 Contract Change Order, Hosted Unified Communications as a Service, Bid 517-004
- 22-12-029 Multiple Awards of Contract, Construction Manager at Risk for Collegewide HVAC Upgrades on the Germantown, Rockville and Takoma Park/Silver Spring Campuses, Bid e622-004
- 22-02-048 Award of Contract, Cloud-Based Hosting Services for Asset Management Software, Bid e522-009
- 22-03-055 Award of Contract, Media Buy Service Provider, Bid e522-011
- 22-03-056 Award of Contract, Construction Manager at Risk for HVAC Upgrades on the Germantown, Rockville, and Takoma Park/Silver Spring Campuses, Guaranteed Maximum Price Number 1 – HVAC System Upgrades at the Pavilion One and Pavilion Two Buildings Located on the Takoma Park/Silver Spring Campus, Bid 622-004
- 22-03-057 Award of Contract, Campus Center Roof Replacement at the Rockville Campus, Bid 622-005
- 22-03-058 Renewal of Award of Contract, Operation and Management of the Montgomery College Bookstores, Bid 916-002
- 22-03-059 Modification of Lease Agreement for Workforce Development and Continuing Education Programs, Wheaton Plaza South Building, Wheaton, Maryland
- 22-04-062 Award of Contract, Construction Manager at Risk for HVAC Upgrades on the Germantown, Rockville, and Takoma Park/Silver Spring Campuses, Guaranteed Maximum Price Number 2 – HVAC Rooftop Unit Replacement at the Homer S. Gudelsky Institute for Technical Education, Macklin Tower, Music Building and the Technical Center on the Rockville Campus, Bid 622-004
- 22-04-063 Award of Contract, Construction Manager at Risk for the Resource Center Library Renovation, Takoma Park/Silver Spring Campus, Bid 622-006
- 22-05-075 Award of Contract, Classification and Compensation Related Services, Bid e522-016
- 22-05-076 Award of Contract, WDCE Healthcare Related Certification Courses, Bid e522-012
- 22-05-077 Award of Contract, Leica Microscope Systems, Bid e522-018
- 22-05-078 Award of Contract, Planetarium Equipment, Bid e522-019
- 22-06-096 Award of Contract, Contract Change Order, Virtual Reality Training Simulation Software, Bid e521-015
- 22-06-097 Award of Contract, Safety and Security Camera Equipment, Bid e522-013
- 22-06-098 Award of Contract, Mannakee Building Electrical Infrastructure Upgrade Rockville Campus, Bid 622-009
- 22-06-099 Award of Contract, Sidewalk Replacement, Rockville Campus, Bid 622-010
- 22-06-100 Sole Source Award of Contract, Continuation of Banner Enterprise Resource Planning Software Maintenance and Related Services
- 22-06-101 Sole Source Award of Contract, Continuation of Wellness at Work Program
- 22-06-102 Amendment to Award of Contract for the Continuation of Service of Student Success Tracking Software License-Starfish

FACILITIES RESOLUTION

- 22-06-093 Tree Conservation Easement and Declaration of Covenants for the Rockville Campus
- 22-04-067 Revision to the Montgomery College Library Fines and Fees Schedule

PERSONNEL RESOLUTIONS

- 22-09-000 Personnel Actions Confirmation Report
- 22-10-011 Personnel Actions Confirmation Report
- 22-11-014 Personnel Actions Confirmation Report
- 22-12-027 Personnel Actions Confirmation Report
- 22-01-033 Personnel Actions Confirmation Report
- 22-02-038 Personnel Actions Confirmation Report
- 22-03-053 Personnel Actions Confirmation Report
- 22-04-061 Personnel Actions Confirmation Report
- 22-05-071 Personnel Actions Confirmation Report
- 22-06-082 Personnel Actions Confirmation Report

BOARD RESOLUTIONS IN FY22

POLICY RESOLUTIONS

- 22-0-008 Modification of Policy 11001—Board of Trustees Bylaws
- 22-11-024 Modification of Policy 32103—Allocation, Recruitment, Employment, and Salary Placement of Part-Time Faculty
- 22-02-049 Modification of Policy 41006—Board of Trustees Scholar Award
- 22-02-050 Modification of Policy 41007—Board of Trustees Apprenticeship Scholar Award
- 22-02-051 New Policy 66005—Data Asset Management and Security
- 22-02-052 Modification of Policy 66002—Confidential Data Management and Security
- 22-03-054 Modification of Policy 41005—Presidential Scholar Award
- 22-06-111 Modification of Policy 11001—Board of Trustees Bylaws

REGULATORY MATTERS

- 22-01-037 The Montgomery College Audited Financial Statements for Year Ended June 30, 2021 and 2020
- 22-05-080 Montgomery College Report on Single Audit Year Ended June 30, 2021

REPORT RESOLUTIONS

- 22-09-005 New Benchmarks for the Performance Accountability Report
- 22-09-006 The 2021 Performance Accountability Report
- 22-01-034 Annual Status Report of the Capital Improvement Projects and Technical Update to the 2013 to 2023 Facilities Master Plan for the Maryland Higher Education Commission
- 22-06-109 Annual Progress and Letter for the Maryland Higher Education Commission on Programs of Cultural Diversity Plan, Diversity Report
- 22-06-110 College Annual Report for FY22

SPECIAL HONOR RESOLUTIONS

- 22-09-002 Bronze Medallion Recommendation for Mr. David G. Ensign
- 22-10-010 Tribute to Professor Jaroslaw “Jarek” Michalonek
- 22-10-012 Recognition of Retirees
- 22-11-015 FY22 National and State of Maryland Designated Awareness Days and Months
- 22-02-039 Recognition of Retirees
- 22-02-040 Award of Bronze Medallion to Professor Gerard Block
- 22-02-041 Award of Bronze Medallion to Mr. Patrick J. Feehan
- 22-02-042 Award of Bronze Medallion to Dr. Scot M. Magnotta
- 22-02-043 Award of Bronze Medallion to Professor Dianna K. Matthews
- 22-02-044 Award of Bronze Medallion to Professor Peter J. Zakutansky
- 22-02-045 Award of Silver Medallion to Ms. Amy C. Crowley
- 22-02-046 Award of Silver Medallion to Mr. Youching “Eric” Koh
- 22-02-047 Conferral of Honorary Degree, Professor Emerita Catherine F. Scott
- 22-05-072 Naming of the Food Pantry on the Rockville Campus in Honor of the McGuire Family
- 22-06-081 Tribute to Mr. George Payne
- 22-06-083 Recognition of Retirements
- 22-06-084 Award of Bronze Medallion to Professor Michael Farrell
- 22-06-085 Award of Bronze Medallion to Ms. Denise L. Matheny
- 22-06-086 Award of Bronze Medallion to Mr. David M. Sears
- 22-06-087 Award of Bronze Medallion to Trustee Evan J. Wellek
- 22-06-088 Award of Silver Medallion to Trustee Georgette M. Godwin
- 22-06-089 Award of Gold Medallion to Dr. Charlene M. Dukes
- 22-06-090 Award of Honorary Degrees in 2022
- 22-06-091 Naming of the Quad on the Rockville Campus in Honor of Arthur P. and Miriam G. Becker and Family
- 22-06-092 Naming of a Nursing Lab on the Takoma Park/Silver Spring Campus in Memory of Pamela R. Hard



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