September 2, 2016

September Meeting Highlights—What to Expect and Why

Welcome, Trustees, to the new academic year! Your first regular meeting of fiscal year 2017 occurs on Monday, September 19, 2016. The following are major items and topics planned at this time.

Constituent Conversation. The focus of constituent conversations this year will be student success. The format will be a little different from past years. Table groups will play a game created by Achieving the Dream called "The Finish Line Game." This will serve as the basis for further conversation, which will be facilitated by two faculty members, Dr. Denise Simmons Graves and Professor Shinta Hernandez. The September Constituent Conversation is with the Staff Council.

Oath of Office. The county clerk of courts will come to your meeting to administer a ceremonial oath of office to kick off the new year.

Governmental Report. Councilmember and Chair of the Education Committee Craig Rice will visit to report on county education matters and provide an outlook for the coming year.

Performance Accountability Report. The annual Performance Accountability Report (PAR), with 34 indicators of student performance, is coming to you for your review. Upon your acceptance of the report, it will be submitted to the Maryland Higher Education Commission (MHEC). The report consists of a table of indicators, which are categorized according to the state's higher education goals, as well as a narrative analyzing student performance.

Performance Accountability Report Benchmarks. MHEC has established a five-year reporting cycle for the Performance Accountability Report. The next cycle is beginning now in fiscal year 2017 and goes through fiscal year 2021. At the beginning of the cycle, each Maryland community college is asked to submit new benchmarks to MHEC. The new benchmarks, which require Board approval, are further reviewed and then accepted by MHEC. Once established, the benchmarks are the standard against which the College is evaluated on its performance.

Ratification of Summer Graduates. Before student graduations become official, the Board must ratify their completion status. For fall and spring graduates, you ratify the list in the meeting prior to the end of term. The resolution for summer graduates is just a little different since it is an "after the fact" ratification.
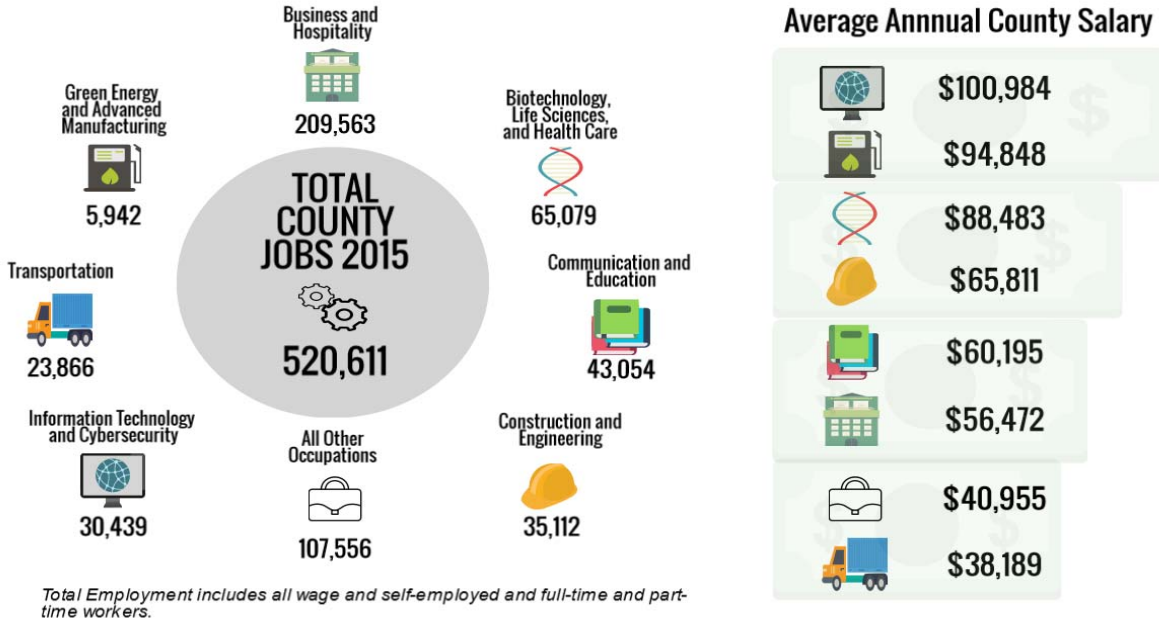
Operating Fund Functional Transfer. Each year at your first meeting, this transfer is required to align the previous year's actual expenditures with their correct budget functions. The transfer needed for FY16 is a very small percentage of the budget. Once approved, this action is submitted to the county executive and council for approval.

Central Services Building Renovation. This sole source contract is for HVAC system renovation work at the new Central Services building. The Office of Facilities and Security has elected to renovate the aging (30 year-old) HVAC equipment prior to the move-in date. Upgrading the HVAC system is best undertaken when construction work is already in progress to minimize future disruptions.
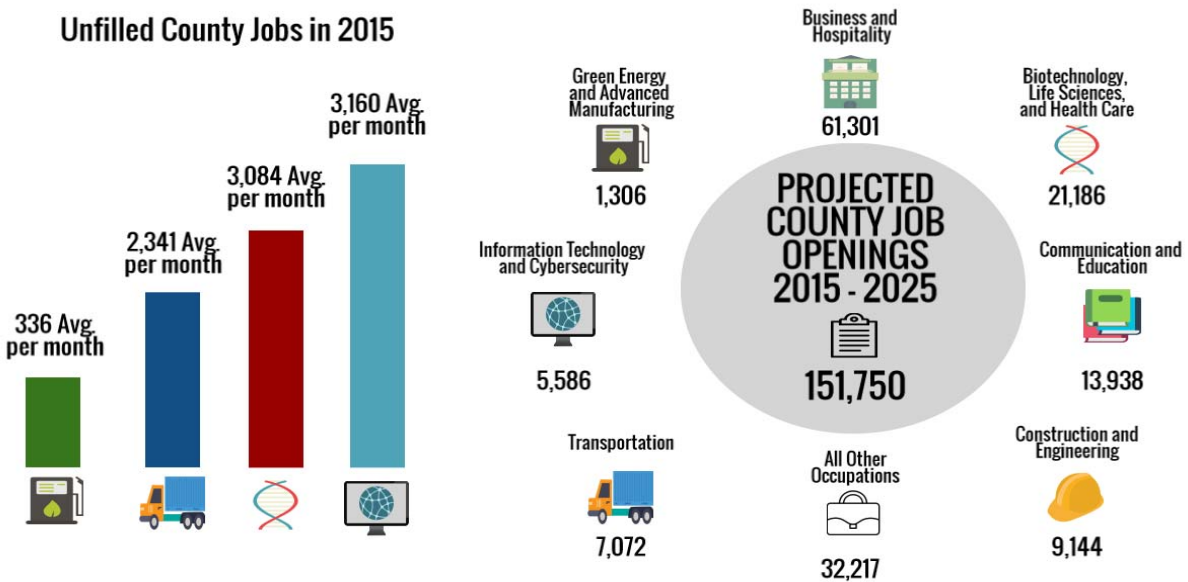
Data Focus of the Month

Preparing Students for Jobs in Montgomery County

Montgomery College takes pride in preparing our graduates for in-demand jobs in the local economy and ensuring that our programs serve the evolving needs of our complex workforce. Throughout the coming year, this section of Monthly Outlook will explore several workforce sectors individually in greater detail through infographics, to elaborate how the College partners with local businesses in service to our graduates and Montgomery County. But first, here is an overview of the local economy.

TOTAL COUNTY JOBS 2015: 520,611

- Business and Hospitality: 209,563
- Green Energy and Advanced Manufacturing: 5,942
- Biotechnology, Life Sciences, and Health Care: 65,079
- Transportation: 23,866
- Communication and Education: 43,054
- Information Technology and Cybersecurity: 30,439
- All Other Occupations: 107,556
- Construction and Engineering: 35,112

Total Employment includes all wage and self-employed and full-time and part-time workers.

Average Annnual County Salary

- $100,984
- $94,848
- $88,483
- $65,811
- $60,195
- $56,472
- $40,955
- $38,189

Unfilled County Jobs in 2015

- 336 Avg. per month
- 2,341 Avg. per month
- 3,084 Avg. per month
- 3,160 Avg. per month

PROJECTED COUNTY JOB OPENINGS 2015 - 2025: 151,750

- Business and Hospitality: 61,301
- Green Energy and Advanced Manufacturing: 1,306
- Biotechnology, Life Sciences, and Health Care: 21,186
- Information Technology and Cybersecurity: 5,586
- Communication and Education: 13,938
- Transportation: 7,072
- All Other Occupations: 32,217
- Construction and Engineering: 9,144

Data Sources: Economic Modeling Specialists, International; Maryland Department of Labor, Licensing and Regulation; U.S. Bureau of Labor Statistics; U.S. Census Bureau.

Montgomery College 2020 Update of the Month

The College has been implementing the strategic plan *Montgomery College 2020* since 2012 and has been the driver of significant changes in support of student success. Theme I of the plan, Educational Excellence, states that "by 2020, academic affairs at MC will have a renewed leadership structure that affirms the one College model and supports faculty, staff, and student achievement, innovation, and scholarship." As part of this effort, the role of department chair—the key leadership role for faculty and students in the day-to-day academic operations of the College—was redefined.

How has the role of the department chair changed? Before the academic restructuring efforts of 2014, chairs were part of the faculty bargaining unit but had supervisory responsibilities including scheduling and assigning work. Under the restructuring, a collaboration with the American Association of University Professors (AAUP) was undertaken to remove those faculty members from the bargaining unit while providing a way for them to return upon completion of the four-year chair assignment. Department chairs are now on 12-month contracts and available throughout the year, as opposed to working reduced hours during the summer. A common job description was also developed to standardize the work of the chairs, while allowing for discipline-specific needs. Previously, chairs were selected differently across campuses and departments, but a new department chair selection process was developed through careful collaboration with deans, chairs, and AAUP representatives. The result was an open, consistent, and transparent nomination and selection process, which has strengthened our depth and diversity. Decisions about discipline and program alignments have reduced the number of chairs—from 49 before restructuring to 39. The reorganization of departmental disciplines has enabled chairs to lead units with more coherence: computer science, for example, is now with engineering and cybersecurity, rather than with business. English and reading now share a department rather than being two.

How have chairs been supported and evaluated in their new roles? Department chairs were previously evaluated solely upon their performances as instructional faculty, with no separate evaluation for their departmental responsibilities as chairs. Now, the chairs are evaluated by the same metric as all other supervisors and managers, with similar expectations and competencies. Many of the chairs have been experienced leaders as faculty members, but their new roles require further professional development, which has been met by extensive collegewide leadership institutes, and a new mentoring system for new chairs as they enter the ranks.

What have been the outcomes of the new structuring of the department chair role? The changes of academic restructuring have provided opportunities for a new generation of diverse leaders at Montgomery College to evolve. The current cohort includes award-winning faculty, major grant principal investigators, as well as former part-time faculty members. With a more consistent focus on academic programs, department chairs have worked with collegewide deans to strengthen curricula for better articulation and more flexible assessment and placement policies.

Chairs are central to our student success initiatives, and I am very pleased with how their work is contributing to our shared goals of increasing graduation and transfer rates, and reducing time and cost for student completion.

Be well,

DeRionne P. Pollard, PhD

We empower our students to change their lives, and we enrich the life of our community. We are accountable for our results.