

MONTGOMERY COLLEGE GOVERNANCE

Employee Services Council

Thursday, December 14, 2017

2:00 p.m. - 4:00 p.m.; Location: CT S201

Minutes

Attendees

Present: Chauncy Butcher, Rich Cerkovnik, Lisa Dyer, Liz Feldman, Mary (Aggie) Harrell, Victoria Lees, Alex Micich, Siobhán Quinn

Absent: Krista Leitch Walker

Call to Order

The meeting began at 2:30 p.m.

Constituent Concerns/Comments

- When/where will we have information about pay grades in light of the switch to Workday? How were the new classifications made?
- Can we have more information on forms? When we are required to complete a form, relevant information or policies related to that form should be included with the form or readily accessible via on-line.

Review of November 9 minutes

- Aggie suggested corrections to the Alternative Placement item.

Minutes approved with addenda.

Chair's Report

- Next meeting is scheduled for Friday, January 26 (error). Rich will get back to us next week about who can/cannot attend. Correction: Next Meeting is Thursday, January 25, 2018.
- Constituent concern from Angie Moy has been resolved.
- From College Council Meeting
 - Discussions on various procedures related to make up courses, documentation, etc.
 - Discussion on effect of licensures/ certifications on pay raises/bonuses.
 - Topping out of available training as regards pay raises/ bonuses.

HRSTM Report

- Krista was absent. Rich will seek information from Krista via email regarding constituent concern from November 9 (re: alternative savings plans, Roth IRA), as well as information on Employee Engagement Advisory Group membership.

Employee Engagement Advisory Group Membership

- Include Equity and Inclusion Officer as a member
 - Motion made by Liz Feldman to include the Equity and Inclusion Officer (or representative) as member
 - Victoria Lees seconded.
 - Motion passed unanimously. Sharon Bland is willing to join.
- Office of Institutional Research membership on the EEAG was discussed, but no motions were made to alter its participation.

Open Topics

- Goals— Rich advised us that we should be thinking about what we should be doing to move some of our goals forward. More engagement from individuals on the council is requested.
- Chauncy and Liz will spearhead Standardization
- Aggie will work on Code of Ethics.

Equity/Inclusion Update

Sharon Bland (Chief Equity and Inclusion Officer) addressed us with a number of goals that she has developed for her office.

Among them:

- better student access
- programs to address climate and culture
- planning
- listening sessions
- review policies to address new student issues
- create “3rd Thursdays”—nights at the college listening initiative
- consult with local and national educational institutions
- partner with Workforce Development and Continuing Education, CPOD
- hold college-wide town halls
- work with compliance, Ombuds, HRSTM
- work with SALT to create multicultural spaces
- four focus groups on E&I efforts: best practices research; sponsor programs and activities which support E&I; develop multimedia campaign; develop master plan for E&I.

Meeting adjourned at 4:02 p.m.