

MONTGOMERY COLLEGE GOVERNANCE

Employee Services Council

Thursday, October 10, 2019

CT S102

1 – 3 p.m.

Attendees

Members Present: David Torain, Elizabeth Benton, Sabrina Bielefeldt, Rich Cerkovnik, Rowena D'Souza, Liz Feldman, Nicole Given, Michele Harrell, Kimberly Robinson, Natalya Sacks, Chayanne Samuels, Santo Scrimenti

Absent: Barnabas Nkemeleke and Dimaysone Tchouate Wanteu

Guests: Donna Schena, Elaine Doong

Call to Order

David called the meeting to order at 1 pm.

Constituent Concerns/Comments

- There were no constituent concerns.

Employee Engagement Advisory Group

- Santo provided history of previous surveys sent to College employees and talked about how responses are recorded. Elaine Doong is the HRSTM rep working with the Employee Engagement Advisory Group (EEAG) this year. The EEAG will be meeting with Elaine to work on the survey that will be sent to employees during this fiscal year.

Prior Meeting Minutes

- The September minutes were approved with no corrections or changes.

Constituency Report

- Special Recognition Awards – The award process is being reviewed by HR. These awards are spontaneous and funds are depleted quickly.
- Flexible Work Arrangements – Research needs to be done to determine if the employees have gone through the approval process and then the appeal process. The research team assigned (Rich, Rowena, Natalya, and Dimaysone) also need to find out if a conversation occurred between the manager and the employees.
- Release time for faculty to work on research papers – The council talked about a reference made in the AAUP contract that mentions one sentence about scholarly activity. Liz motioned to move the issue to faculty council and Elizabeth seconded. Everyone agreed to have the faculty council look at the issue.

Goals Discussion

- The council talked about the goals to include in this year's goal plan and recommended that wellness/EAP, professional development/scholarship and communication be the focus.

Meeting adjourned at 3 p.m.

Respectfully submitted by
Nicole Given, Employee Services Council Secretary