

MONTGOMERY COLLEGE GOVERNANCE

Employee Services Council

Thursday, December 12, 2019

CT S102

1 – 3 p.m.

Attendees

Members Present: David Torain, Elizabeth Benton, Rich Cerkovnik, Rowena D'Souza, Liz Feldman, Nicole Given (via phone), Kimberly Robinson, Natalya Sacks, and Chayanne Samuels (via phone), Santo Scrimenti

Absent: Sabrina Bielefeldt, Michele Harrell, Barnabas Nkemeleke, and Dimaysone Tchouate Wanteu

Guest: Dr. Clevette Ridguard

Call to Order

David called the meeting to order at 1 p.m.

Constituent Concerns/Comments

- There were no constituent concerns.

Prior Meeting Minutes

- The November minutes were approved with a correction to the start time from 1:06 to 1 p.m.

Constituent Concerns Discussion

- David sent an email to the constituents that were concerned about the telework policy within their department.
- ESC discussed the constituent concern related to wellness and EAP. David will forward the collegewide communication about the updated wellness/EAP activities to the chair of the TPSS council.

Council members continued to discuss the scholarly activity/research constituent concern. Natalya discussed her research on different types of leave and found out there is no enrichment leave for staff but it used to exist for faculty. Staff do have the opportunity to participate in different trainings and pathways through ELITE. Santo informed everyone that ESH to cover scholarly activity was cut as a line item from the dean's budgets five or six years ago due to budget constraints and reductions. Both faculty and staff can apply for an innovation fund grant through the MC foundation. Staff can also apply for professional development leave.

There was a discussion about how to make sure everyone is aware of new/updated information. A suggestion was made to invite Jesse Enyidah, from HRSTM who is now in charge of professional development leave and flexible work arrangements, to answer questions regarding recent changes. Information is also provided by HRSTM in a newsletter available on the website. Clevette let everyone that communicating with staff will be part of a training video required for first-line managers and supervisors. This came as a suggestion from the ESC.

Chair Report

- David asked ESC members for suggestions on meetings during the second half of the fiscal year. Members spoke about several things including – adding the HRSTM report back into the agenda; inviting guests and having them discuss different topics such as ethics, public safety, and the faculty/staff assistance program
- Santo mentioned that promotions are being revised in the policies and procedures. Every opening used to have a competitive process but that is no longer a requirement. There have been 100 complaints received so far by EthicsPoint. One in four complaints are related to hiring.

Meeting adjourned at 3 p.m.

Respectfully submitted by
Nicole Given, Employee Services Council Secretary