

# 2024

**INNOVATE  
INSPIRE  
ACHIEVE**

EMBRACING TRANSFORMATIONAL ASPIRATIONS



**2024  
ANNUAL  
REPORT**

Left to right: The Honorable Marice Morales, Dr. Frieda Lacey, Robert Levey, Dr. Michael Brintnall, Dr. Jermaine Williams, Omar Lazo, Dr. Judith Docca, Gloria Aparicio Blackwell, Annice Cody, Rishi Nixon, Dr. Sheryl Brissett Chapman



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### ABOUT THE COVER

Montgomery College celebrated the Class of 2024 (3,073 graduates) at its 77th annual commencement exercises on Friday, May 17, at the Rockville Campus Athletic Field. More than 1,100 graduates from all three campuses plus the Workforce Development and Continuing Education program participated in the ceremony.

Montgomery College  
9221 Corporate Boulevard  
Rockville, Maryland 20850  
240-567-5000



# 2024

# INNOVATE INSPIRE ACHIEVE

EMBRACING TRANSFORMATIONAL ASPIRATIONS

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2024

**INNOVATE  
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EMBRACING TRANSFORMATIONAL ASPIRATIONS

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An extraordinary year at the College brought growth, change, and transformation on many levels. Some students discovered new passions through experiential learning and civic engagement. Others unlocked their potential with interdisciplinary studies, study abroad, internships, and scholarly competitions. Student talent was nurtured through the expertise of our excellent faculty and staff, in addition to academic coaching, cohort experiences, and student leadership opportunities. These results were the products of the pursuit of our Transformational Aspirations of Access, Completion, and Post-Completion Success and a deep commitment to our Strategic Plan. Initiatives that advanced the four Strategic Plan goals this year were given intense focus:

- Enhance connections between Montgomery College and our community.
- Cultivate a sense of belonging for everyone at the College.
- Enhance educational and organizational effectiveness.
- Increase economic impact for our students and community.

These goals began to bear fruit this year, carefully guided by collegewide strategies and values that informed action. Cultural impacts began to evolve, shaping the College's trajectory in profound ways. Student achievement grew out of deeper connections of students to faculty, staff, and peers. Community connections produced new partners who share our vision and are already collaborating with the College in productive ways. Robust efforts to build belonging were successful this year, with dozens of events celebrating the cultural, linguistic, and racial diversity of our community. Educational and organizational effectiveness grew through deliberate planning and increased collaboration. Finally, the College's focus on economic impact was elevated to new levels, with new planning for career pathways and insights on how academic programs connect to jobs with family sustaining wages.

The College's disciplined focus on these four goals has propelled our Transformational Aspirations this year in significant ways.

# ACCESS:

## BUILDING A COLLEGE GOING CULTURE

Expanding access to post-secondary education is the essence of building opportunity. To accomplish this, Montgomery College took some important steps in FY24.

The April opening of the **East County Education Center (ECEC)** on Broadbirch Drive in Silver Spring was an exciting milestone, with the 55,193-square-foot space featuring classrooms, training labs, and student advising space, for both credit and noncredit educational opportunities. With 1,000 students expected in the first year, based on projections from a feasibility study, classes began on April 1, and the official grand opening was held on April 20.

The College welcomed community leaders, along with elected officials and local business owners for a ribbon-cutting ceremony and tours of the ECEC. It was a special celebration of the work that has been underway since MC's presence in the East County launched in 2015 with a community engagement center inside the East County Regional Services Center on Briggs Chaney Road.

Since then, thousands have taken advantage of learning opportunities at the MC site, paving the way for a new level of opportunity in the region and enhancing connections between Montgomery College and the community. The credit and noncredit classes offered at the ECEC are in fields of interest to prospective students and community

members, targeting skill gaps in key industry sectors such as health care and IT. Programs offered include small business/entrepreneurship, cybersecurity, allied health care, early childhood education, hospitality management, criminal justice, English for speakers of other languages (ESOL/ESL), and Workforce Development and Continuing Education offerings. A veteran of MC's community engagement activities, Dr. Hamrawit Tesfa was appointed to be the director for the ECEC, responsible for overseeing communications and operations, engaging with the College and the East County community, and advancing opportunities for site enhancement. Dr. Tesfa also serves as a resource connector to support responsiveness for day-to-day operational issues and strategic growth opportunities.



*Dr. Hamrawit Tesfa  
Interim Director  
East County Education Center*

*County and College officials led  
the ribbon-cutting ceremony at the  
East County Education Center  
in Silver Spring, MD. in April.*





Building a college-going culture early in K-12 schooling is an approach that has yielded some notable outcomes. Special events at the College this year continued to create pathways to experiences that encourage college attendance. The **Regional High School Science Bowl** was held at the Rockville Campus in February, bringing together 20 high school teams of 95 students from 10 Maryland high schools. They competed to represent the region at the 34th Annual National Science Bowl Championship Tournament held in Washington, D.C., in the spring. **The Maryland Science Olympiad** was also held on the Germantown Campus bringing hundreds of students and their families to our facilities.<sup>1</sup> More than 400 high school students representing 20 area high schools competed in fields like biology, chemistry, physics, space, and earth sciences, demonstrating their advanced skills.

<sup>1</sup> Montgomery Blair High School from Silver Spring edged out Centennial High School from Ellicott City in the final match as time expired in this year's competition. Volunteers from MC, other colleges and universities, federal government agencies, industry, and nonprofits helped to make the event an enormous success. The U.S. Department of Energy, along with long-time sponsors, such as WGL/Washington Gas, and QIAGEN, make it possible for MC to host this event each year. Faculty and staff volunteered as judges, scorekeepers, and helpers. STEM Ambassadors also volunteered to challenge our science-minded students and encourage them in their academic pursuits. County Council Chair Andrew Friedson delivered remarks. The day was a wonderful way to introduce students and their parents to MC.

A **cybersecurity competition** in February and March brought 300 students from 23 local high schools to use the U.S. Cyber Range platform, an infrastructure that provides virtual environments for realistic, hands-on cybersecurity labs and exercises. The top scorers in this event were then invited to an in-person high school cyber forensics challenge on the Germantown Campus.



*The Bioscience Education Building at Germantown Campus was the site for numerous STEM and community events, including the Winter 2023 INTEGIRLS DC math competition in December, the Maryland Science Olympiad regional tournament in February, and the Cyber Forensics Challenge in March.*

*Maryland Science Olympiad,  
Germantown Campus, February 10.  
Students from 20 area high schools competed.*







## GRANT FUNDING

Another powerful access tool this year was a grant from the U.S. Department of Labor's Employment and Training Administration (DOLETA). The **\$1.6 million Strengthening Community Colleges Training Grant** to MC took the form of MC's Tech Metro Area Pathways (TechMAP) Program, which aims to serve 1,000 students over four years. The MC TechMAP Program is designed to improve the retention, completion, and employment rates of individuals historically underrepresented in IT, including people of color, women, and disconnected youth/young adults. The program provides free tuition and personalized navigation to help students understand their career options, enroll in a program of study, and connect to the wraparound support services needed to stay on track for completion.

Awarded by DOLETA in 2022, the College began implementation in 2023, and by April 2024 had already served more than 200 people with career training and personalized career navigations. Four MC TechMAP students and Dr. Jermaine F. Williams, Montgomery College president, presented to an audience at the Department of Labor Employment Training Administration in June on MC's efforts to help close equity gaps with DOL grants such as TechMAP.

Access was also advanced by **three National Science Foundation (NSF) grants to MC this year totaling \$3.24 million**. Each one has a focus on creating opportunity and career pathways:

- EmpowerED: Building the Future Workforce Together creates curricula focused on industry needs, provides professional development for faculty, and prepares students more fully to enter the workforce.
- Beginnings: Democratizing Research and Experiential Education for Microelectronics provides focused workshops on design and laboratory skills and includes paid summer internships.
- Achieving Upward Socio-Economic Mobility supports 90 students in computer science, cybersecurity, engineering, and networking and wireless technologies with scholarships and stipends for internships.

Each project expands opportunities for students who have been traditionally underrepresented in STEM fields, to complete their studies and prepare for the professional world.

New citizens are also accessing the College through a **\$450,000 grant this year from the U.S. Department of Homeland Security**, U.S. Citizenship and Immigration Services (USCIS) grant. The funds provide citizenship instruction to at least 500 lawful permanent residents, including activities to support integration into American civic life, naturalization application services, and legal assistance.

Increases in the numbers of refugees resettled in recent years have led to a significant uptick in the Refugee Training Program enrollments. The **Refugee Training Program**, in partnership with local resettlement agencies, has engaged with over 1,000 refugee and asylee students through referrals from resettlement agencies and community-based organizations. Of these, close to 450 students have gone on to enroll in ESOL classes that help students learn the English language and literacy skills needed for life, work, and community. Currently 50% of refugee students are Haitian, while the rest are from Ukraine, Afghanistan, El Salvador, and some West African countries.



## CLOSING ENROLLMENT GAPS

MC’s new **Enrollment Management Plan** was implemented this year with special attention to closing enrollment gaps. Streamlining the student enrollment process and enhancing student recruitment have been central to the effort. More than 1,700 information sessions and open house events this year—held both virtually and in person—have connected prospective students with academic programs, assisting them with the application and registration process.

Specialized events conducted entirely in Spanish and tailored for adult learners and programs ensured inclusivity and catered to the needs of various demographics within the community. Integrating credit and noncredit offerings into enrollment events allows the College to provide more comprehensive information and support to individuals seeking educational opportunities.

Another enrollment initiative this year was welcome calls made to all newly admitted students—more than 11,000—to answer questions and encourage enrollment. The effort aligned with the College’s goals of cultivating a sense of belonging and improving outcomes by assisting with enrollment steps.

Access to postsecondary education is critical to success and some high school students are ahead of the curve. Last year’s **dual enrollment program** continued to thrive, graduating 271 students with their associate’s degrees in the same month as their high school diplomas. Twenty-eight dual enrollment students earned a GPA of 4.0, with 23 of them receiving degrees and certificates in one or more of the following areas: information technology, biotechnology, cloud computing, and biomanufacturing. Dual enrollment is offered through 26 county public high schools in addition to private high schools and homeschooled students. Enrollment was up by 30% from fall 2022 (1,506 students) to fall 2023 (1,965), far outpacing the year to year national average increase of community colleges.

Online degrees continued to grow this year, meeting the diverse needs of students. The College has increased degree offerings across modalities with the addition of online psychology and international studies degrees. There are now 20 online degrees, with **new online options for cloud computing, general graphic design degrees, as well as 14 online certificates**, including a popular new online data science certificate. The use of the Maryland Online Continuing and Professional Education Exchange seat sharing system will allow select MC online noncredit courses to be available throughout the state. Online enrollment at MC has increased by 22% over the last five years.

Overall program activity in **Workforce Development and Continuing Education (WDCE)** increased significantly in FY24, the second full post-pandemic year. WDCE had 41,638 enrollments (20,784 students), a 16% increase over FY23. This indicates that WDCE is emerging from the enrollment decline at the height of the pandemic.<sup>1</sup>

<sup>1</sup> Unduplicated Students: using enrollment reports as of May 24, 2024. (FY24): 20,784 – (FY23) 17,450-3,334/20,784 is a **15% increase**.

# FALL 2023 ENROLLMENT



**17,780**  
Total Number of  
Credit Students

Change From  
Previous Year

**3.8%**

**3,566**  
First Time Ever  
in College

Change From  
Previous Year

**9.4%**



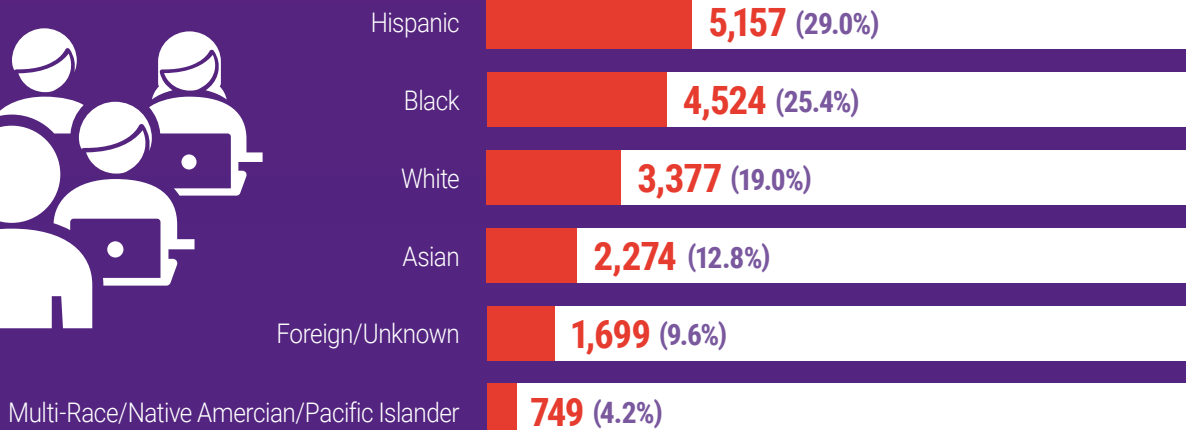
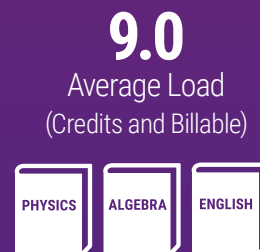
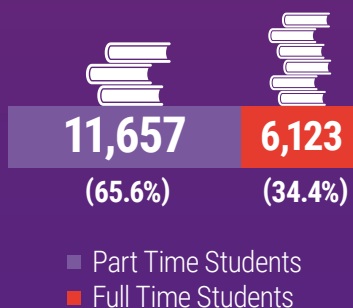
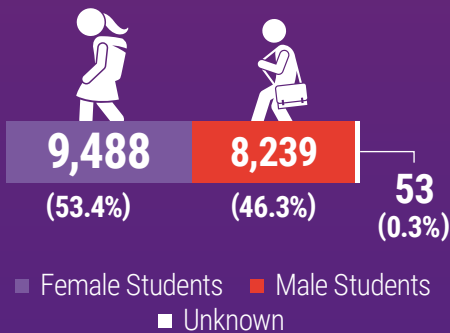
**65.1%**  
Fall 2022 to Fall 2023  
Retention of New Students



**1,965**  
High School  
Dual Enrollment



**23.1**  
Average Student Age



## FINANCIAL AID AND SCHOLARSHIPS

A significant part of access, of course, is **affordability**. This year the registration fee was officially removed from the College’s policies and procedures, tearing down another barrier to equitable access. The Montgomery College Foundation has awarded \$2.6 million in scholarship aid in FY24, benefiting more than 2,000 students. The Montgomery College Alumni Association’s annual fundraising event this year, Dogfishing for MC Scholarships, raised more than \$8,000 to support scholarships for MC students from about 450 community members. A well-beloved, retired MC faculty member, Charles Holland, made an extraordinary gift to the College this year. Professor Holland passed away after teaching at MC for 30 years. He left his entire retirement savings, valued at over \$1 million, to the College. His message stated: “Someone helped me along the way, so I feel that I should help others. I want to ensure that others have access to these same opportunities.” What an inspiring testament to employee dedication to the mission of MC.

Financial aid is another area in which the College advances affordability. By mid-June 2024, applications for financial aid were up 7% compared to June 2023. The College awarded financial aid to 42% more admitted students as of June 2024 than it had by June 2023. The number of Pell grant recipients in June 2024 was up 13% compared to June 2023. Borrowing is also up for the first time in many years, with the number of MC loan recipients increased by 14% over the last year.

**Raptor Ready Scholarships** are another tool to lower barriers to enrollment. In its third year, the program provides a \$1,000 scholarship to spring graduates of Montgomery County high schools, public or private, and home-schooled students who take at least six MC credit hours in the fall semester immediately after their high school graduation. So far more than 1,700 recipients have benefitted from the awards over two years.

## PARTNERSHIPS

Access was also expanded this year by programs at the igniTe Hub, in its second year of operation. Standing for **Igniting Next Generation IT Empowerment**, the igniTe Hub is a partnership of the College with Montgomery County, MCPS, the Montgomery County Economic Development Corporation, and the Apple Corporation and provides technology training and entrepreneurship opportunities to underserved populations, helping to create access and a diverse workforce in the IT sector. With monthly speakers and free career coaching, it supports community members who are preparing to enter an IT career pathway with services such as bilingual programming (in English and Spanish) and **Montgomery Can Code** camps to teach coding and app design using the Apple Swift Playground. The annual summer Montgomery Can Code program has served nearly 5,000 Montgomery County middle- and high-school students since 2019. Since 2023, the Hub and the College’s Information Technology Institute (ITI) have coordinated the **Coding Our Way Home** program, a partnership between the College and WorkSource Montgomery, to provide tech skills, certifications, and career opportunities to justice-involved individuals at the Montgomery County Correctional Facility who are returning soon to the community. The initiative has served nine cohorts reaching 41 justice-involved people.



Montgomery Can Code middle school students

Montgomery Can Code Bootcamp, summer 2023



# COMPLETION: EVERY STUDENT AT MC SHOULD HAVE AN EXPERIENCE OF ECONOMIC, SOCIAL, AND COMMUNITY IMPACT



*Professors Emily Rosado (English) and John Reidl (history) led 20 students to the U.K. during winter break to explore the region's history of criminal justice and enslavement.*



*Dr. Nathan Zook (political science and international relations) led 20 students to National Model United Nations conference, New York City.*

## COMMUNITY IMPACT AND CIVIC ENGAGEMENT

Experiences of economic, social, and community impact are central to MC's completion efforts. Activities and experiences that engage students and inspire them to discover their passions propel them to completion. Twenty MC students and faculty **journeyed to the United Kingdom** to examine social movements across England and Northern Ireland. Led by Professors John Riedl (history) and Emily Rosado (English), participants experienced life in post-Brexit U.K. while exploring topics such as enslavement and the triangular trade in Great Britain, political prisoners and criminal justice in Belfast, among other topics. Four student scholars and three professional development recipients had some incredible experiential learning experiences.

**Alternative Spring Break** this year also exposed service-oriented Montgomery College students and faculty and staff to civic engagement beyond Maryland. The group of 10 spent the week volunteering with Habitat for Humanity of Berkeley County in South Carolina, also running its own crowdfunding, to cover the trip costs. Experiences like these give students a closer look at community conditions and ways to creative ways to serve—the true essence of experiential learning.

Twenty MC students also traveled to **New York City for the National Model United Nations** conference, and some powerful lessons in democracy and transnational engagement. The student delegates spent a week there, assigned to represent North Korea and the Lao People's Democratic Republic (Laos), engaged with other delegates from colleges across the globe. Dr. Nathan Zook, professor of political science and international relations, traveled with his Politics in Action class and the international studies program for this learning experience. The students also visited the United Nations headquarters and met the president of the U.N. General Assembly, His Excellency Dennis Francis of Trinidad and Tobago.

## COMPLETION: EVERY STUDENT AT MC SHOULD HAVE AN EXPERIENCE OF ECONOMIC, SOCIAL, AND COMMUNITY IMPACT

Closer to home, Montgomery College campuses were home to **ballot boxes** for the 2024 elections, allowing MC's 40,000 students, more than 3,000 employees, and community members to easily return their mail-in ballots on the way to class or work. The MC Votes group, which includes students, faculty, and staff working to enhance voter engagement, and others advocated for the boxes' approval by the Montgomery County Board of Elections.

**Democracy building** is an element of civic engagement that informs students' whole development, empowering them to be residents who contribute to the public good. The College has been fortunate enough to have Maryland Congressman Jamie Raskin, a stalwart defender of democracy, engaged on our campuses on several levels this year. As a strong advocate for the civic spaces that public higher education creates, Congressman Raskin participated in a program of remembrance of the events of January 6, 2021, along with Capitol Police Officer Aquilino Gonell. In addition, Congressman Raskin spoke to the value of civic and international engagement, at a Fulbright Association event at the Takoma Park/Silver Spring Campus encouraging "building mutual understanding between nations, advancing knowledge across communities, and improving lives around the world."

Engagement with the community around social issues can also enhance completion as students are drawn into academic inquiry around important social issues. As our community builds further understanding of policing and equity, the College hosted a public conversation on community-informed policing, led by Criminal Justice Professor Sonia Pruitt, director of the **Community-Informed Policing Program**. Featuring 22 police officers from the Montgomery County Police Department, it included some powerful discussions of balancing equity and public safety in policing.

This year the **Montgomery College Nonprofit Leadership Institute** held its first ever conference centered on Building Nonprofit Infrastructure to Strengthen Community Services. Focused on the growth and sustainability of nonprofits in the region, the event drew 60 attendees and inspired the creation of two additional half day summits and a new monthly speaker series.

Mentoring continues to be an important tool for completion for students in all academic programs. This year the **Building Trades Heating Ventilation and Air Conditioning (HVAC)** program partnered with an international building and environmental systems group to launch a new mentoring program. Seven building systems employees were paired with nine HVAC program students for regular individual sessions in professional growth.

**Apprenticeships** have long been popular in the skilled trades and are a growing model for career pathways in many credit programs as well. The College currently supports three trade related apprenticeship programs in the areas of automotive as well as building and construction. In total there are 1,124 registered apprentices in the programs, with more than 200 apprentices graduating in FY24.

Completion of the modern **Takoma Park/Silver Spring Catherine and Isiah Leggett Math and Science Building** is a step towards equitable access and will propel student completion further. The new academic building will support science programs, such as astronomy, biology, chemistry, computer science and cybersecurity, engineering, environmental ecology, geology, physics, and the mathematics department. A math and science learning center will provide tutoring and other support resources for students, as well as 23 class labs, an increase in the number of labs on campus by 48%. The building is expected to open for fall 2024 classes.



*Organized by the Office of Student Life, the Alternative Spring Break group volunteered for Habitat for Humanity of Berkeley County in South Carolina.*

## SUPPORT FOR BASIC NEEDS

Also important for student completion are social programs that support basic needs. This year 17 **Mobile Markets** provided food that served almost 18,000 people. Thirty-five distributions of Panera Bread donations worth more than \$19,000 were made and 1,200 boxes of shelf-stable food were given away in partnership with Nourish Now.

The College's **Social Resource Program (SRP)** was funded this year through a grant from the U.S. Department of Education to provide students with one-on-one case management and coaching. Ensuring that students have access to resources in a variety of areas, including food, housing, health coverage, medical and dental care, mental health services, transportation, and legal assistance makes it more likely that they will complete credentials. The SRP offers emergency assistance to eligible students who are experiencing a crisis.

Enhanced connections with the MC community also built support for student needs. This year Bill Hard, Montgomery College Foundation director and nursing scholarship donor, celebrated the opening of a **nursing simulation lab** on the Takoma Park/Silver Spring Campus in memory of his late wife, Pam. The Hard family gathered with friends, College leaders, nursing faculty, staff, and students to celebrate the dedication of the space in November. The lab provides nursing students with opportunities to practice and hone their clinical skills prior to working with real patients, a legacy that Pamela Hard left in her nursing career. The new lab came at an opportune time with the MC nursing program's initiative to advance licensed practical nurses to qualify as registered nurses being ranked in the top 10 bridge nursing programs in the country this year.

The Montgomery College Foundation and **Adventist HealthCare** also formalized a partnership this year to provide enhanced opportunities for nursing students in our community over the next eight years. Adventist HealthCare will offer scholarships, mentoring opportunities, guest lecturing, internships, and shadowing programs for students pursuing the associate of science degree in nursing and health sciences at Montgomery College. This collaboration will aid in filling some of the demand for nursing graduates in our region. Increasing connections with the community clearly does support student completion.

Corporate partnerships can also be assets in supporting student needs. Eligible criminal justice majors at MC received laptops and digital literacy training this year, thanks to a **\$40,000 contribution from AT&T** to the Montgomery College Foundation. The benefits are part of the AT&T Connected Learning initiative, created as part of a companywide commitment to help address the digital divide through internet accessibility, affordability, and safe adoption.

### STUDENT BENEFITS SINCE IMPLEMENTATION OF THE SRP GRANT



230

Received One-on-One Coaching with SRP Staff



121

Attended Monthly Housing Clinics



487

Used the Food Lockers



347

Received Free Chromebooks



37

Participated in the Health Insurance Enrollment Event



162

Participated in Planned Parenthood Programming



3,000+

Utilized the Food Pantry



250+

Utilized the SPIFFY Clothing Closet



Pamela M. Hard Nursing Lab,  
Takoma Park/Silver Spring Campus

# COMPLETION: EVERY STUDENT AT MC SHOULD HAVE AN EXPERIENCE OF ECONOMIC, SOCIAL, AND COMMUNITY IMPACT

## STUDENT AWARDS AND ACHIEVEMENTS

More than 3,070 degrees and certificates were awarded this year, and graduates enjoyed the commencement ceremony in May with family, friends, and faculty and staff on hand. Completion was the theme of the day with graduates from 118 countries, embodying the wide diversity of the College. In addition to 398 Dr. Harry Harden Jr. Student Academic Excellence Awards honorees, six MC students were nominated to the All-Maryland Academic Team.

A number of additional awards and accolades this year demonstrated MC students' talent and dedication. Recent MC graduate Luiz Mata Lopez was named the **Outstanding Two-year College Honors Student by the National Collegiate Honors Council**. Luiz was the only student voice on President Biden's Advisory Commission on Advancing Equity, Excellence, and Economic Opportunity for Hispanics at the U.S. Department of Commerce in Washington, D.C. this year. Luiz shared how MC helped connect him to a National Science Foundation Research Experience for Undergraduates and his experience as a computational biology intern at the National Institutes of Health.

Three current MC students were awarded **Long Nguyen & Kimmy Duong Gold Award Scholarships** worth \$2,000 in a competition among area college and university students hosted by the Kimmy Duong Foundation. Recipients Samiya Farhin, Luis Lujan, and Iris Nguyen are TRIO students of extraordinary academic achievement and singular commitment to the community.

Four of the five winners of the **Environmental Protection Agency's Make a Market Tech Challenge** were MC students. The winning teams received cash awards for their innovative market assessments of new water technologies, which had been developed by EPA researchers. Esther Soon won the first-place award (\$6,000), Rasheevan Nair placed second (\$3,000), Miguel Granados and Sena Hordoffa shared third place (\$1,500 each). The students were lauded for their marketing skills and creativity, which ultimately will contribute to a water supply that is safer and more plentiful.

An MC graduate now studying at Howard University, Angeline Keptchou Doya, was named the **Inclusive Engineering Consortium (IEC) scholar**. IEC is a nonprofit organization dedicated to advancing education, research, and careers in electrical and computer engineering. Angeline, an electrical engineering major, is IEC's "2to4" scholar. She hopes to make an impact on her local community and in her home country of Cameroon.

The *MC Sligo Journal* won several awards at the **Community College Humanities Association Literary Journal Competition**. Two MC students received individual awards: David Lamboni won first place for best poem and Alexandra Bouvier won third place for best short story. Professors Michael LeBlanc, editor-in-chief of the journal, and David Lott, poetry editor, worked tirelessly on this fantastic journal.

The **annual MC Innovation Grants** are another area of substantial energy that faculty and staff direct toward student completion. This year all four awards supported student completion in some unique way. An Innovation Grant to Enhancing the STaR Network for Future-Ready Student Employees enhances the professional development of student employees by focusing on critical soft skills required by today's employers. The award for Independent Study in Nursing: A Clinical Practicum Elective responds to the critical need for a diverse, sustainable nursing workforce, facilitating pathways for students with structured learning experiences. The Dorsey Site in Sugarland grant is a hands-on archaeology and museum education program that creates learning experiences at the Sugarland Ethno-History Project Museum. Students will learn field methods, take on museum curation responsibilities, and give tours to visitors. Finally, the Peer-to-Peer Mentoring Program places student academic leaders in gateway courses to mentor newly enrolled students, fostering academic success, retention, and completion while creating a sense of belonging and engagement in the MC community. Each one of the Innovation Grants demonstrates the creativity and commitment of our faculty and staff to completion, also bringing impactful strategies to bear on community engagement and educational effectiveness.



MC graduate Luiz Mata Lopez was invited to speak at President Biden's Advisory Commission on Advancing Equity, Excellence, and Economic Opportunity for Hispanics at U.S. Department of Commerce in Washington, D.C.



## BUILDING EQUITY THROUGH INCLUSION

Completion also relies deeply upon students experiencing a sense of belonging at MC. Celebrations of ethnic, racial, and national heritages this year created spaces to nurture identity and achievement. **Hispanic Heritage Month** included an array of events around the theme of Latinos: Driving Prosperity, Power, and Progress in America, recognizing the contributions of Hispanic American champions. A Latina Legacy Conference was held at the Takoma Park/Silver Spring Campus for 500 Latina MCPS students. MC is designated as Hispanic Serving Institution (HSI) by the U.S. Department of Education and MC's Hispanic Serving Institution Task Force completed an in-depth report on how MC might strengthen its service to this growing population. The opportunities and challenges facing our Hispanic communities were explored with special attention to recommendations on improving Hispanic students' access, completion, and post-completion success. Two MC staff members this year completed the Hispanic Association of Colleges and Universities' (HACU) inaugural cohort of Enlace, a six-month leadership program. Hispanic students comprised 26% of MC graduates in 2024.

Four hundred participants at this year's **Asian American and Native American Pacific Islander Heritage Month** Kickoff Festival enjoyed cultural tables representing Asian countries and performances by a Buddhist Temple, a Chinese opera, and a Myanmar fashion show. The events showcased the diverse heritages of Asia and highlighted the College's commitment to cultural awareness. Such dynamics build belonging and strengthen community engagement, both important Strategic Plan goals. Lt. Governor Aruna Miller led a state delegation on a visit to the Rockville Campus to celebrate Asian Pacific American Heritage Month, accompanied by the Secretary of State Susan Lee, Secretary of Higher Education Sanjay Rai, and Secretary of Labor Portia Wu. MC is designated as an Asian American Native American Pacific Islander Serving Institution (AANAPISI) by the U.S. Department of Education and 16% of MC's 2024 graduates identified as Asian American and Native American Pacific Islanders.

This year's **Maryland Male Students of Color Summit** drew hundreds of students from more than a dozen higher education institutions across the state to hear keynote speaker, Jorge A. Sierra, whose talk explored, "Real Conversations: Removing Our Masks, Mastering Our Emotions, Manifesting Our Manhood." Black History Month this year also highlighted multiple local events celebrating the contributions of Black Americans and exploring multicultural history with concerts, films, ballet, and historical lectures. Local high school students also visited the College for the Afro-Academic, Cultural, Technological and Scientific Olympics (ACT-SO). Black/African American students represented 23% of MC graduates this year.



Asian American and Native American Pacific Islander Month (May 2024) and other events celebrated MC's cultural diversity.

*MC's Got Talent encourages students to showcase their talents on stage and have fun. First, second, and third place winners receive scholarship money raised by Rockville Campus Student Life through ticket sales, raffles, and donations from businesses. The MC Foundation matches donations received from businesses.*



## COMPLETION: EVERY STUDENT AT MC SHOULD HAVE AN EXPERIENCE OF ECONOMIC, SOCIAL, AND COMMUNITY IMPACT

The **College's Office of Equity and Inclusion** contributed consistent efforts toward nurturing a sense of belonging this year. With trainings in antiracism and Safe Zones, as well as the Let's Talk series, the office continues to encourage equity-based values, pedagogy, and professional development.

### JOURNEY TOWARD BECOMING AN ANTI-RACIST INSTITUTION

**297** Employees Trained in FY24

**161** People Trained in Safe Zones

**57** Completions of Our Anti-racism Badge Program

**24** Events Featured at Equity Week this Year

The **Student Parent Alliance** continued to provide space this year for parents who are also studying, to share strategies and resources. The College was named a FamilyU Seal recipient through 2026 by Generation Hope. The seal is awarded to higher education institutions and nonprofit organizations making significant strides towards serving parenting students. As one of 13 institutions chosen from a competitive field, MC was also selected as the group's Exemplar Institution, for which it received \$25,000 to continue advancing our student-parent work. On a related note, our TRIO Educational Opportunity Center (EOC) sponsored the Family Empowerment Resource Fair (formerly the Single Parent Conference) with 46 community exhibitors providing information on educational, wellness, and basic needs support to attendees.

**Athletics** have long been a source of belonging for students, giving them a special community of peers with whom to train and compete. This was a competitive year for the athletics department. Men's soccer claimed the Region XX Championship for the third year in a row, ending the season with an 11-6-1 record in the district championship game. Five of the men's players were voted to the top 11 in the region and one player was voted to the third team National Junior College Athletic Association (NJCAA) All American team. The women's soccer team ended the season with a 12-6-1 record with a loss in the region championship game. Three of the women's players were voted to the top 11 in the region. Women's volleyball ended their season ranked third in the region with a 14-9 record and three of the women's volleyball players were voted to the top players in the region.

The winter sports season was also robust with both basketball teams advancing to the region tournament. The men's basketball team ended the season with a 14-16 record, and the women's basketball team ended with an 18-8 record. The College continued livestreaming all home games, allowing parents and fans to view the teams' competitions, and provided additional exposure for both teams.

From athletics, to parenting, to national and ethnic identity groups, efforts towards increasing community for students are also investments in long-term completion. The **You Belong Here campaign** continued to represent students, faculty, and staff in their full talent and diversity across the College. Research shows that students who connect deeply with their peers and community are more likely to complete credentials. Human resources research also reports that belonging encourages better workplace collaboration, productivity, and efficiency—all of which further the College's strategic goals.



MC's men's soccer team clinched the Region XX Championship for the third year in a row.

## FACULTY AND STAFF AWARDS AND ACHIEVEMENTS

Completion depends upon the innovation, pedagogy, care, and commitment of MC's faculty and staff. Many of our faculty were awarded honors or recognitions this year that elevated their work—and that of the College—to national levels. These examples also illustrate the growing appreciation for equitably supporting students. In so doing, they empowered students even further. Among the awards this year:

- **Professor Heather Bruce Satrom (ELAP, Takoma Park/Silver Spring)** was awarded the American Association of Community Colleges' (AACC) annual Award of Excellence for Faculty Innovation, for her oral history project, an open educational resource called *History in the Making: Documenting Stories of Immigrant and Refugee Students at Montgomery College*.
- **Dr. Lucy Laufe (anthropology and collegewide honors program)** was named a Fellow of the National Collegiate Honors Council recognizing her long-term commitments to honors education at MC and leadership with the National Collegiate Honors Council.
- **Karla Nabors (program manager, WDCE)** received the Maryland General Assembly Official Citation for fostering positive change in the community and was appointed to the Montgomery County Commission for People with Developmental and Intellectual Disabilities.
- **Dr. Shinta Hernandez (dean, virtual campus)** received the *Washington Business Journal* 2024 Diversity in Business Award.
- **Dr. Laura Anna (chemistry chair, Rockville)** was named an associate member on the American Chemical Society Committee for Professional Training, the first member from a two-year college on the committee. She was also named chair-elect for the Two-Year College Chemistry Consortium.
- **Dr. David Torain (math, Germantown)** was named president of the National Association of Academies of Science (NAAS).
- **Professor Cinder Barnes (English, Takoma Park/Silver Spring, and director, Global Humanities Institute)** was elected as the vice chair of the Arts and Humanities Council of Montgomery County.
- **Dr. Elysse Meredith (director, Writing/Reading/Language Center, Germantown)** was elected president of the Maryland College Learning Center Association and treasurer of the Mid-Atlantic Writing Center Association.



# POST-COMPLETION SUCCESS: TRANSFORMING LIVES

Enhancing economic and social mobility means preparing students to use their skills and passions in their communities. While students have diverse talents and interests, their impact on the world can be optimized when they are prepared early for career paths that match their vision. This year the College used labor market data from Lightcast to map areas of high job demand to student majors. Merging the dynamics of an evolving job market to student academic experiences in discreet programs is a powerful asset in advancing post-completion success.

## COLLEGE TO CAREER READINESS

The **College to Career Readiness** initiative was instituted during fall 2023 to support successful College to career transitions for students. Representatives from counseling and advising, student life, student employment services, the TRiO Educational Opportunity Center (EOC), and TRiO student support services convened as the Career Readiness Innovation Team, to examine our career readiness practices and develop a process for guiding seamless career experiences and delivery across the College. Surveys of students and counseling faculty and staff produced insights about best practices for student career readiness needs and a comprehensive career readiness strategy. The group conducted process mapping, prototype ideation, development, and testing and established benchmarks to track and measures student progress along their career readiness pathway.



*Spring transfer fair participation at all three campus totaled 1,051 attendees and 121 institutions represented.*

**Transfer is a vital element of post-completion success** for many MC students. This year more than 1,900 Raptors attended two in-person transfer fairs where 59 four-year institutions shared their offerings with potential transfer students. A recent MC report identified the top 25 four-year colleges and universities that students attending Montgomery College during the 2022–2023 school year (that is, FY23) were attending either in that same year or in the fall of 2023. A few notable points were illuminated: 5,788 students who were enrolled at MC in FY23 transferred to or were enrolled at one of 465 different four-year colleges or universities across the country. Of those, 75% were enrolled at one of 25 institutions. Fifty-one percent were enrolled at one of three institutions within the state: the University of Maryland, College Park (2,042 students), the University of Maryland, Baltimore County (471 students), and the University of Maryland Global Campus (439 students). These students received a firm educational foundation at Montgomery College and are now able to work toward a bachelor's degree or related credential that will provide life-changing skills.

*New Hughes Network Systems building opened (April 26), Germantown Campus, Pinkney Innovation Complex for Science and Technology (PIC MC).*

New scholarship awards for **Workforce Development and Continuing Education (WDCE)** students seeking jobs were made this year by the Robert I. Schattner Job Training and Certification Scholarship. One hundred students were provided with scholarships for tuition, fees, books, assistance for certification exams, and career navigation to advance their progress toward employment. The Robert I. Schattner Foundation's gift is designed to put students on employment paths with family sustaining wages—truly increasing economic impact for our students and our community.

The new **Hughes Network Systems' manufacturing building**, part of the Pinkney Innovation Complex for Science and Technology at Montgomery College (PIC MC) on the Germantown Campus, opened this year with a ribbon cutting in April. The building will house production of Hughes satellite broadband and networking equipment, creating new opportunities for students in high demand fields, and it demonstrates our shared commitment to workforce development. Hughes' presence in PIC MC will provide student internships and mentorships, and help build the pipeline to high-tech careers.

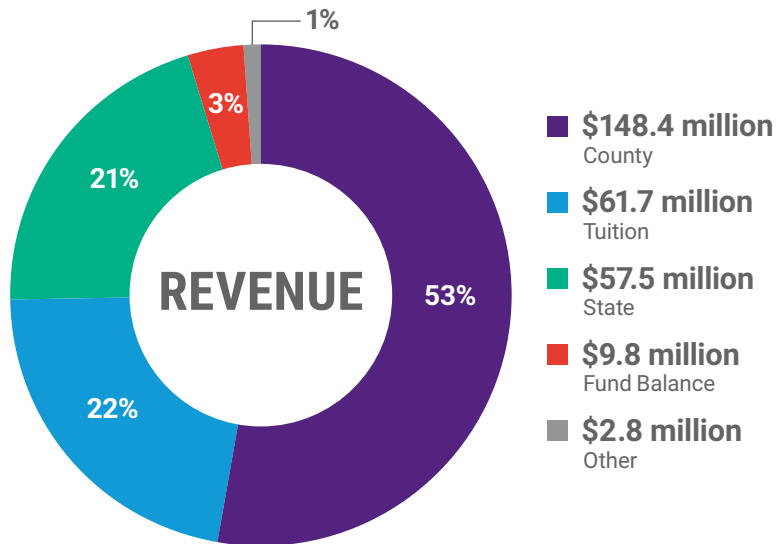
Building pathways for access, completion, and post-completion success requires a sustainable fiscal model. As always, the College is prudent with spending and grateful for the support of the county, state, and students for the operating funds that support our mission.



## REVENUE

Montgomery County continued to provide the largest component of the College’s funding—more than half of the operating budget in FY24. With this support, the College continues its efforts to expand access, protect affordability, and drive student success and completion. Tuition was the College’s second largest source of revenue at 22 percent in FY24 followed by state aid at 20%. The state FY24 funding of community colleges was negotiated after a legislative decrease in the Cade Funding Formula.

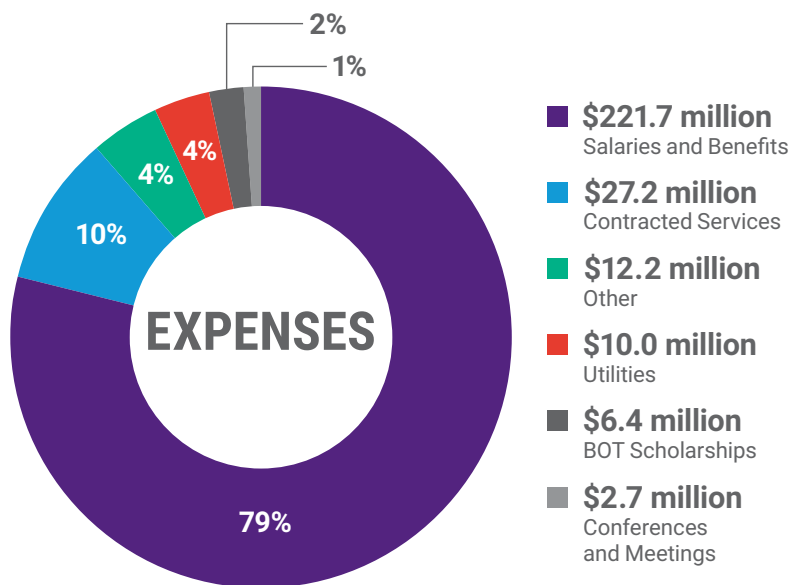
The College contributed \$9.8 million from the fund balance.



## EXPENSES

Seventy nine percent of College’s spending goes to salaries and benefits. The College is committed to honoring negotiated agreements in building a strong and talented workforce to meet the needs of our students. Contracted services spending is a distant second, followed by utilities, supplies, Board of Trustees (BOT) scholarships, and other expenses.

All segments of the student experience are influenced by talented, dedicated faculty and staff.



## FACULTY RECOGNITION

This year's collegewide Spring Meeting spotlighted a number of honorees, selected by their peers as the faculty and staff members of the year. Congratulations to these exceptional individuals.



*Dr. Katya Salmi, full-time faculty member of the year, with MC President Jermaine F. Williams*



*Professor Valerie Tanner, world languages, with Dr. Williams*



*Dr. Michelle Campbell, senior vice president for advancement and community engagement with Dr. Paul Miller, director, Office of E-Learning, Innovation, and Teaching Excellence*

The **full-time faculty member of the year** is Dr. Katya Salmi, professor of sociology. Dr. Salmi blends robust scholarship, a commitment to professional development, and a student-centered approach to teaching and learning. Dr. Salmi has also developed and facilitated sessions on racial equity and social justice for the Community-Informed Police Training and co-designed the Decolonizing Community of Practice for students, faculty, and staff. She brings a deep dedication to the principles of equity, inclusion, and social justice, in her work both internally and externally.

The **part-time faculty member of the year** is Professor Valerie Tanner in the World Languages Department. As an accomplished academic with a strong track record in teaching, course development, and leadership, she regularly creates experiential learning activities for her students to enrich their grasp of content. She is also dedicated to inclusion and belonging, working tirelessly to ensure that every student feels supported and empowered in their academic journeys.

The **staff member of the year** is Dr. Paul Miller. As the professional development director of the Office of E-Learning, Innovation, and Teaching Excellence (ELITE), Dr. Miller is lauded for his unique blend of technical expertise and deep understanding of pedagogy. This combination has created vast professional development opportunities in all areas of the College. He advocates passionately for the integration of effective technology tools into higher education.



# CONCLUSION

FY24 was the first year pursuing the College's Transformational Aspirations around access, completion, and post-completion success and implementing the five-year strategic plan. It was a year focused on students and residents the College seeks to serve, supporting the exceptional faculty and staff, and deepening the College's role as an anchor institution in the county and region. Initiatives across the College were aligned with the strategic plan goals of enhanced connections with the community; increased belonging; enhanced educational and organizational effectiveness; and increased economic impact for our students and community. As we invest more deeply in these goals and the intended outcomes, we will undoubtedly move towards our ultimate north star: access for everyone who can benefit from postsecondary education; successful completion by each student of a credential of economic, social, and community impact; and economic and social mobility for students and their families. These outcomes will transform lives, enrich the community, and change the world.





# BOARD RESOLUTIONS IN FY24

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## ACADEMIC RESOLUTIONS

- 24-09-003 Graduates Receiving Associate's Degrees and Program Certificates in Summer 2023
- 24-11-013 Addition of a Fully Online Delivery Option of the Cloud Computing and Networking Technology Associate of Applied Science
- 24-11-014 Addition of a Fully Online Delivery Option for the Data Science Certificate
- 24-11-015 Addition of a Fully Online Delivery Option for the General Graphic Design Area of Concentration, Graphic Design Associate of Applied Science
- 24-12-023 Graduates Receiving Certificates and Associate's Degrees in Fall 2023
- 24-01-032 Modification of Database Systems Certificate
- 24-01-033 Creation of the Psychology Associate of Arts
- 24-05-065 Graduates Receiving Certificates and Associate's Degrees in Spring 2024
- 24-05-067 Creation of the Practical Nursing Certificate

## BOARD MATTER RESOLUTION

- 24-03-048 The Fiscal Year 2025 Schedule of Board Meetings

## BUDGET RESOLUTIONS

- 24-09-007 FY23 Current Fund Functional Transfer
- 24-09-008 FY24 Capital Budget Fund Transfer from Planned Lifecycle Asset Replacement Project to the Planning, Design, and Construction Project
- 24-11-016 The Proposed FY25 Capital Budget
- 24-01-036 The FY25 Current, Enterprise, and Other Funds Budgets
- 24-04-063 Tuition Rates in Fiscal Year 2024
- 24-06-093 Final Adoption of the FY25 Capital Budget
- 24-06-094 Petition for FY25 State Funding, Macklin Tower Library Design, Rockville Campus
- 24-06-095 Final Adoption of the FY25 Current, Enterprise, and Other Funds Budgets

## COLLECTIVE BARGAINING RESOLUTIONS

- 24-04-059 Collective Bargaining Agreement Between Montgomery College and the Montgomery College Chapter of the American Association of University Professors
- 24-04-060 Memorandum of Agreement, Collective Bargaining Agreement Between Montgomery College and the American Federation of State, County, and Municipal Employees, AFL-CIO, Council 67, Local 2380
- 24-04-061 Memorandum of Agreement, Collective Bargaining Agreement Between Montgomery College and Service Employees International Union, Local 500

## COMPENSATION AND BENEFITS RESOLUTIONS

- 24-04-062 Compensation Programs in Fiscal Year 2025
- 24-06-085 Amendment to the Montgomery College Retirement Plan

## BOARD RESOLUTIONS IN FY24

### CONTRACT RESOLUTIONS

- 24-09-005 Award of Contract, Utility Vault Piping Replacement, Takoma Park/Silver Spring Campus, Bid 624-004
- 24-09-006 Award of Contract, Vocational Training and Employment Services, Bid e924-001
- 24-10-013 Award of Contract, Corporate Central Dispatch Mechanical and Electrical Infrastructure Systems, Central Services Building, Bid 624-001
- 24-12-024 Sole Source Award of Contract, Enhancement of Existing Ad Astra Agreement for Scheduling Predictive Analysis
- 24-12-025 Sole Source Award of Contract, Banner Software as a Service Subscription
- 24-01-034 Change Order, Sole Source Award of Contract, Continuation of Collegewide Maintenance and Inspection Program for Ammonia Chillers
- 24-02-039 Award of Contract, Digital Assessment and Testing Software, Bid e424-005
- 24-03-046 Multiple Awards of Contract, Information Technology Staffing and Consulting Services, Bid e524-006
- 24-03-047 Award of Contract, Strategic Marketing and Brand Strategy Development and Implementation, Bid e924-006
- 24-04-057 Award of Contract, High Technology and Science Center Roof Replacement and Façade Repairs, Germantown Campus, Bid 624-006
- 24-04-058 Rescission and Award of Contract, Purchasing and Corporate Credit Card Program, Bid e523-014
- 24-05-066 Award of Contract, East Garage Concrete Repairs, Takoma Park/Silver Spring Campus, Bid 624-007
- 24-06-076 Award of Contract, Collegewide Elevator Maintenance and Repair Services, Bid e424-007
- 24-06-077 Award of Contract, Collegewide Maintenance Supplies, Miscellaneous Equipment, Bid e424-008
- 24-06-078 Award of Contract, Building Automation Trainers (Training Equipment), Bid e424-009
- 24-06-079 Multiple Awards of Contract, Athletics Transportation, Bid e524-008
- 24-06-080 Award of Contract, Procurement Through Other Agency, Continuation of Banking Services, PTOA 24-080
- 24-06-081 Sole Source Award of Contract, Continuation of Duo Security Two-Factor Authentication Software License
- 24-06-082 Sole Source Award of Contract, Continuation of Document Imaging System Software License and Maintenance

### FACILITIES RESOLUTION

- 24-01-035 The Montgomery College 2023-2033 Facilities Master Plan

### PERSONNEL RESOLUTIONS

- 24-09-002 Personnel Actions Confirmation Reports
- 24-09-002 Personnel Actions Confirmation Report
- 24-10-010 Personnel Actions Confirmation Report
- 24-11-014 Personnel Actions Confirmation Report
- 24-12-022 Personnel Actions Confirmation Report
- 24-01-027 Personnel Actions Confirmation Report
- 24-02-037 Personnel Actions Confirmation Report
- 24-03-040 Personnel Actions Confirmation Report
- 24-04-049 Personnel Actions Confirmation Report
- 24-05-064 Personnel Action Confirmation Report
- 24-06-069 Personnel Action Confirmation Report

### POLICY RESOLUTIONS

- 24-09-004 Modification of Policy 21000—College Mission, Vision, and Core Values
- 24-11-012 Modification of Policy 11005—Formulation and Issuance of College Policies and Procedures
- 24-01-028 Modification of Policy 42001—Student Code of Conduct
- 24-01-029 Modification of Policy 42002—Campus Behavioral Intervention Teams

- 24-01-030 Modification of Policy 43001–Student Financial Aid
- 24-01-031 Modification of Policy 43002–Board of Trustees Student Grants and Scholarships
- 24-03-041 Modification of Policy 11003–Labor Relations
- 24-03-042 Modification of Policy 41003–Student Cumulative Records
- 24-03-043 Modification of Policy 45004–Student Indebtedness
- 24-03-044 Retirement of Policy 24101–President
- 24-03-045 Retirement of Policy 45002–Tuition and Fees Installment
- 24-04-050 Modification of Policy 11001–Board of Trustees Bylaws
- 24-04-051 Modification of Policy 32500–Flexible Work Arrangements
- 24-04-052 Modification of Policy 41001–Admission to Montgomery College
- 24-04-053 Modification of Policy 41002–Equal Education Opportunity and Non-Discrimination
- 24-04-054 Modification of Policy 45003–Tuition and Fees; State Aid
- 24-04-055 Modification of Policy 58001–College Calendar
- 24-04-056 Retirement of Policy 58004–Commencement Exercises
- 24-06-086 Modification of Policy 31001–Sexual Misconduct
- 24-06-087 New Policy 31001A–Sex Discrimination and Sex-Based Harassment
- 24-06-088 Modification of Policy 45001–Tuition, Fees, and Refunds
- 24-06-089 Modification of Policy 11004–Governance
- 24-06-090 Modification of Policy 21001–College Name
- 24-06-091 Retirement of Policy 21002–Corporate Seal of the College
- 24-06-092 Retirement of Policy 51002–Master Plan for Education Programs

## REGULATORY MATTER RESOLUTIONS

- 24-09-009 The 2023 Performance Accountability Report
- 24-12-026 The Montgomery College Audited Financial Statements for Year Ended June 30, 2023
- 24-05-068 Montgomery College Report on Single Audit Year Ended June 30, 2023
- 24-06-083 The Annual Progress Report on Programs of the Cultural Diversity Plan

## SPECIAL HONOR RESOLUTIONS

- 24-09-001 Tribute to Professor Karissa Silver
- 24-10-011 Recognition of Retirees
- 24-10-012 Naming of the Anthony D’Souza Reading Lounge, Takoma Park/Silver Spring Campus Library
- 24-11-011 National and State of Maryland Designated Awareness Days and Months for 2024
- 24-12-021 Tribute and Posthumous Award of Bronze Medallion to Mr. Dennis P. Mulligan
- 24-02-038 Recognition of Retirees
- 24-06-071 Award of Honorary Degrees 2024
- 24-06-072 Naming of a Classroom in the Catherine and Isiah Leggett Math and Science Building, Takoma Park/Silver Spring Campus, in Honor of Professor Charles M. Holland
- 24-06-073 Award of Bronze Medallion to Trustee Judith R. Docca
- 24-06-074 Award of Bronze Medallion to Trustee Rishi G. Nixon
- 24-06-075 Award of Silver Medallion to Trustee Frieda K. Lacey

## SUPPORTING ORGANIZATION MATTERS RESOLUTION

- 24-06-084 Updated Operating Agreement Between Montgomery College and the Pinkney Innovation Complex for Science and Technology at Montgomery College Foundation, Inc. dba PIC MC, Inc. (PIC MC Foundation) and Amendments to the PIC MC Foundation Board Bylaws



**MONTGOMERY COLLEGE**



9221 Corporate Boulevard  
Rockville, Maryland 20850  
[montgomerycollege.edu](http://montgomerycollege.edu)