



College Council

Tuesday, September 22, 2026

Zoom

1 – 3 P.M.

Attendees:

- Members: Angel T Griffin, Angela K Nissing, Angie O Moy, Erik E Swanson (Vice-Chair), Jason A Bruffy, Jin L Khademi, Maria Gabrielle Rosales Solano, Mark Levine, Paul D Miller (Chair), Stephanie Krasnoff, Surayya S Johnson, Tamesha S Robinson, Vickie Drake (Secretary)
- Proxies present: N/A
- Members excused: N/A
- Invited Guests: Krista Leitch Walker, Dr. Sophia Mason, Lauren Landau, Mary DeLuca, Jodi Neal, Emily Schmidt, Dr. Jermaine F. Williams, Dr. Christine Crefton

Call to Order

- The regular meeting was called to order at 1:02 PM by Chair Dr. Paul Miller. Quorum was verified.

Roll Call and Approval of Minutes

- Minutes from 5/12/2026 meeting - approved as written
- Minutes from 9/10/2026 - approved as written

Constituent Concerns / Word on the Street

- No constituent concerns raised
- For Word on the Street:
 - Vickie Drake mentioned the Comp and Class Survey is still an issue that is of concern to staff
 - Paul Miller mentioned students are on campuses and building community
 - Mark Levine – a couple of weeks ago a student athlete had a heart attack – AED machines and emergency preparedness kits being available and staff knowledge of their usage likely led to a more positive outcome than otherwise.

Chair's Report

- Paul presented information of note:
 - MC turns 80
 - Heritage months
 - Leadership update – Dr. Kimberly Myers – new and inaugural Vice President for the Future of Work and Economic Mobility
 - Academic Master Plan – conversations happening – topical on schedule:
 - 10/06 - advising and communication
 - Date to Share with Constituents
 - 10/1 Fall graduation application deadline (for December)
 - Walktober – If interested in a College Council team – let Paul know ASAP
 - Flu vax clinics happening – look for information to find out more
 - Your Voice, Your MC Employee Experience Survey

- Invitation by email to eligible parties
- Look for news and events that are applicable to your council
- Policy Comment Opportunity – 1 available
 - Appointment of Department Chairs – deadline October 16
- Chairs – add questions about enrollment activities to councils and be ready to present in November
- Engage Every Voice- open ended questions during meeting
- Use the new branded Governance logo templates!

New Business

Presentations to the Council

Class and Compensation Study and MC's Implementation of the Maryland Paid Leave Law – Guests: Krista Leitch Walker, Dr. Sophia Mason, Lauren Landau

- Maryland Paid Leave Law – FMLI came out of Time to Care Act
 - 6 months ago Maryland state started putting out information on the new law
 - There are no exceptions, no opt out
 - Pays up to 90% of Social Security wages
 - There is a state website available now
 - Cross-functional workgroup established
 - Plan type will be decided by the state deadline of 11/15/2026
 - Will build out communications after final decisions are made (post 11/15)
 - January 1, 2027 – Payroll deductions begin (tied to funding structure as decided by 11/15)
 - January 1, 2028 – benefits will be available
 - Phase 1 – configure payroll deductions
 - Phase 2 – configure benefits and leave – Workday (depending on the plan selected to either self-fund or use private vendor)
 - **Questions:**
 - How many options are available, and how many employees were brought into the conversations?
 - There are 2 options – state plan or private plan and employees involved now are the stakeholders on the operations side that are involved in the implementation
 - Chair: Please consider including a voice from the Employee Services Council
 - Does everyone have to participate?
 - Yes, no opt out, it is like FICA for example. Law requires notifications at least one paycheck deduction begins, but MC will be more proactive
 - Will unions be notified as well?
 - Yes, through meetings
 - Will information be concurrent with open enrollment?
 - If information is available at the same time
 - Do we have an idea of how much the deductions will be?
 - We do not know yet how much the deduction will be – dependent on the option taken
- Compensation and Classification Study and Redesign Project
 - Staff/Administrators, Full Time Faculty, Executive (Senior Vice Presidents and higher) - 3 studies going on the same time
 - Complexity of scope and workload of the 3 studies and interdependencies

- Job Profile Updates – extended time, put back 8 months for releasing
- Market Assessment – benchmark jobs externally to internally
 - Both job profiles and market comparisons - Ongoing level of importance for HRSTM
- Organization and Staffing changes – required reassessment
- More engagement with Senior Vice Presidents and follow up
- Staff/Admin - completed job alignment within division
 - Met with SVPs – to determine if it met their own perspective of alignment
 - Still need college-wide alignment
 - Working on best practices
 - Pending: employee alignment and costing, approval by president and cabinet
- Faculty – completed market analysis
- Executive – about the same completion as staff
- Hoping to be complete by end of fiscal year
- **Questions:**
- Website has not been updated since August 2024, will that be updated?
 - Yes, will be
- Is this the same C&C study as the one during COVID?
 - The job market landscape has changed since COVID, and while did use data from the COVID era study but where it did not make sense any longer, it was updated. Staff study was more extensive with looking at salary and best practices
- Have ChatGPT and other changes impacted the study outcomes?
 - Possibly
- Status of pay equity reviews that were paused during this process?
 - Equity reviews will remain on hold until study is completed to ensure alignment and positions are where they are currently until completed.
- Could we get a more definitive timeline/end date?
 - There is a proposed completion timeline, still needs some gaps to be filled, but should be able to communicate that soon.
- Sherwin Collette: on Monday/Tuesday - the college community will receive communication about the study. Market changes impacting work
 - Administration and Board have ensured competitive compensation increases while the study has been ongoing
 - DC Maryland Virginia area impacts due to federal employment changes has caused the college to use a wider net for market comparisons.
 - Clarified that the study's conclusion does not guarantee salary increases for all; some employees have fears of compensation contraction — the goal is a classification system and salary schedules reflective of and competitive with the market
- Paul - Would like to invite the team to return to another meeting

Collegewide Brand Engagement – Guests: Mary DeLuca, Emily Schmidt, and Jodi Neal

- Presentation shared, highlights include:
 - Core brand philosophy: The MC brand is not a logo or template — it is the cumulative impression formed through hundreds of interactions with the college; the brand guide provides a framework for everyone to reinforce who MC is across all touchpoints.
 - Consistency clarification: Brand consistency does not mean making everything identical — it means making everything feel authentically like Montgomery College. Strong brand offers recognition, clarity, and results – MC employees work gets recognized

- Good results from new brand campaign
- Alignment with brand styling and templates – builds the MC story
- Brand has a personality
 - Inclusive, aspirational,
 - Resonating with experience and those who influence those decisions
- Not everything needs to be the same, but cohesive
- Brand framework allows look and feels like one institution – connected to that which is already recognized
- Brand is more than advertising – every experience of MC
- Discussion of new Raptor brand launching 9/23/2026 – new videos on social media – Monty going through a makeover – new look for the mascot
- Brand Toolbox – montgomerycollege.edu/brand
 - Brand Guidelines – link at top, opens PDF
- Important not to distort logo
- Chair: if questions from council members, please direct them to brand@montgomerycollege.edu
 - Can help departments with campaigns
 - Also, can use the request form from the brand website
- Council will invite the team back
- Question: will online store be open for merchandise?
 - New brand store for team/giveaways available soon

President's Report to the College Council (September) - Guest: Dr. Jermaine F. Williams

- Montgomery College celebrating 80, Montgomery County celebrating 250 years – highlighting MC at that celebration
- Commitments –
 - Be student centered
 - Discussion of September report
 - Commencement – 2 days last year, plans to spread upcoming commencement across 2 days again, or something else?
 - 2 days plan was a response to student requests
 - Updating calendar – will send updates about future plans
 - Shared that MC is planning on 2 days again in 2027
 - Family friendly study spaces – are they open all the time?
 - They follow the library hours, expanding hours is not data supported at this time
 - Vickie Drake reported back from Staff Council
 - Asked the council what sparked their interest – family friendly spaces and the pathway gift that is not specifically earmarked, but can be used at points of greatest need

Governance Microcredential – Guest: Dr. Christine Crefton

- Two approved badges available at no cost to current students and employees; shareable on LinkedIn, résumé, or portfolio.
- Purpose: Recognizes meaningful governance contributions — not just participation, but demonstrated work and follow-through; makes governance work visible and evidenced.
- Badge types:
 - Engagement badge — for substantive committee/council work (e.g., research, input summaries, follow-up communications, documented contributions to council votes)

- Leadership badge — for officers (chairs, vice chairs, secretaries) demonstrating strategic leadership, continuity, and constituent follow-through
- Earning requirements:
 - Five reflections, one evidence set, and one map for engagement and leadership tracks
 - Every competency must be rated "competent" or above (scale: developing / competent / accomplished)
 - Evidence must document individual contribution, not just collective council action; confidentiality must be protected in co-authored materials
 - Completion of the recommended action is not required — a sound analysis, appropriate referral, or documented next steps can suffice
- Standards framework: Draws from AAC, ACT, AAUP, MC policy, and the governance handbook to ensure external recognizability.
- Practical advice: Start keeping evidence now; do not attempt to reconstruct September's work in May.
- Next steps:
 - Alice previously sent a survey on interest; council members asked to take the opportunity back to their councils
 - Paul requested Christine set up an optional information session for all governance members — Christine agreed

Optional lunch chats may be organized to support members through specific elements (e.g., reflections)

Unfinished Business

- Last meeting's constituent concerns – Chair is working with Lily Lee (Board of Trustees' Special Assistant to the President) to work through questions about the concerns, will hope to have update at next meeting

New Business

Committee Reports

- Employee Services Council – Chair Stephanie Krasnoff
 - Voted at their September 11th meeting to create an ad hoc committee to review and research constituent concerns between council meetings and bring findings and proposed next steps back to the full council — authorized under existing bylaws.
 - A description of the new committee will be submitted to the governance website per the governance handbook requirement.
 - Constituent Concerns:
 - Experience of applying for internal positions and receiving useful feedback
 - Accuracy of employment records
 - What happens after an employee raises a concern
 - Whether employees (including administrators) feel able to speak candidly without fear of consequences
 - How employees can obtain public information about college spending and vendors
 - What guidance applies when someone speaks in a personal rather than

institutional capacity

- Overarching employee question: Can employees get a clear answer and understand what happens next when a process is announced or a concern is referred elsewhere — who is responsible and where to follow up?
- Stephanie invited other councils to share whether they are receiving similar concerns and to coordinate research.
- Chair asked for 10/22 meeting update from Employee Service Council
- Student Success – Surayya Johnson
 - Voted on goal – 9/10/2026 - goal centers on creating a consolidated resource or pathway — either a webpage, pamphlet, or support hub — to direct students to relevant services in one place.
 - Uncertainty remains about whether this will be a supporting role for existing efforts or a new initiative.
- Faculty Council – Chair Tamesha Robinson
 - 9/17 - first meeting
 - Set up chair's report as an FYI – shared information
 - Pose a question to leaders – icebreaker
 - Goal – work on developing a syllabus template
 - Every other meeting, ½-1 hour work on goal and President's Report
 - A couple of visitors came to meeting and chair was unsure if they did not belong, did not let them in
 - Ask questions, make sure Zoom is set up, ask them to change name to reflect status
 - Set up Zoom meeting correctly
 - Vice-chair said they would run interference

FY 27 Priorities and College Council Goals

- Governance Effectiveness Review
 - Conduct survey
 - Recruit focus groups (outside entity running the focus groups)
 - Make recommendations to college administration

Adjournment

Erik Swanson made a motion at 2:59 PM that the meeting be adjourned. **Tamesha Robinson** seconded and motion passed with unanimous support.

Meeting Adjourned at 3:00 pm

Respectfully submitted by
Vickie Drake, Council Council Secretary