

MC GOVERNANCE

Montgomery College
Staff Council Meeting #13
Thursday, May 2, 2019
1:00PM – 3:00 PM
MK 122

Attendees

Members Presents: Shane Doyle, Shakenna Adams-Gormley, Erin Hudgins, Linda Hankey, Sandra Marke, Alexander Valencia-Reyes, Stacey Gustavson, Luis Santiago, and Angie Moy

Members Absent: Jeremi Lecuyer, Jamey Lawrence

Proxy: David Ensign (for Gloria Brewer), Matt Wilson (for Vickie Drake), Shakenna Adams-Gormley (for Dana Daniels)

Call to Order

Chair Shane Doyle called the meeting to order at 1:07pm. The meeting was recorded for internal use.

Constituent Concerns

None

Approval of Agenda and Previous Minutes

The minutes were approved as written. The agenda was amended to add a review of feedback on the revised telework policy, and a review of feedback on the revised performance & employee development policy.

Spring Break Information Update- Shane Doyle

The constituent concern of staff having the week of spring break off for equity with the faculty was forwarded to the staff union. The union responded that they would not pursue the issue. They added that many staff have work that must be completed over Spring Break and that those who wish to be off for the week can take leave.

Staff Enrichment Day Suspension of Services Recommendation- Shane Doyle

The Staff Council has tabled the recommendation asking for a whole day of suspended services to host Staff Enrichment Day. The new Staff Council may pick up and move forward with in the fall.

Staff Enrichment Day Survey Results- Shakenna Adams-Gormley

- The Staff Enrichment Day Survey closed on Apr. 19, 2019. Only 29% of the participants answered the survey.
 - Out of 500 staff members, 92 members responded to the survey.
 - Out of the 92 that responded to the survey. 83% have been to Staff Enrichment Day before.
- Most workshops were well attended.
 - Arts and crafts was the favorite.
 - They want more wellness classes and team-building activities to encourage interaction with colleagues from other campuses and units.
- In general Staff Enrichment Day was a success.

PACEI Equity & Inclusion Summit Recap - Shakenna Adams-Gormley

- No survey results yet. However there were about 200 participants in attendance.
- The committee is still crunching the numbers of who registered, who showed up unexpectedly, and who didn't show up.
- In the morning there were a series of speakers and in the afternoon there were interactive student and employee activities.
 - Feedback from participants was that they felt the speakers were worthwhile and the afternoon activities were meaningful.
- The Panel results for the Equity & Inclusion Summit are as follows:
 - 14% said the E.I. summit was fair.
 - 28% said average.
 - 27% said above average.
 - 28% said excellent.
- Overall the EI summit was a success and there are plans to have another one next year. They will look at the timing of the event to try to accommodate more Faculty attendees.

Review of Feedback on Performance Review and Employee Development Policy - Angie Moy

- There was a committee created to review the proposed changes to this policy. They met and went through the policy line by line. Many changes were related to Faculty and changes due to their processes changing from union negotiations. The committee suggested adding a timeline and notice period for changes and deadlines related to performance reviews.
- The professional development section shrank dramatically – from four pages to one paragraph. There was some concern about that, and about the fact that there is no mention of interim position opportunities, professional development leave, and other types of professional development that the College offers.

- Angie will no longer be on the Council next year but will stay on the committee and will keep us updated. This topic should stay on the tracking report as a ‘monitor’ topic.

MC2025 Planning Committee Update- Matt Wilson for Vickie Drake

- MC 2025 Strategic Planning Committee met on Monday April 22, 2019.
- The following are discussion topics of upcoming MC2025 activities:
 - Campus forums through late April/early May.
 - The final Draft due for the B.O.T. Meeting May 13th.
 - The final product is due for approval June 17, 2019.
- Online feedback for the most recent draft is currently open on the MC2025 webpage.
 - Everyone is encouraged to review the draft and make a comments.
- The committee members broke into small goal groups.
 - Everyone continued to work on goal 4.
 - The committee incorporated feedback from the B.O.T.
 - Small tweaks were made to the title of goal 4.
 - The Vision Statement has been updated and one objective added.
- The committee reviewed all the group changes.
 - The MC 2025 Strategic Planning document will be finalized soon for the B.O.T. meeting.
- The next meeting will take place on Monday May 6, 2019.

Review of Feedback on Revised Tele-work- David Ensign

- David Ensign gave a presentation on the committee response to the current P&P on Tele-work. The committee was particularly focused on the fact that the policy that has been posted online for review is not the one that they had prepared.
- Erin Hudgins moved to suspend Roberts Rule so new members could comment or ask questions. Linda Hankey seconded the motion. The motion received an unanimous vote.
- David Ensign moved that the Staff Council support the public comment that the committee prepared and planned to post on the P&P for flexible work schedule. Shakenna Adams-Gormley seconded the motion followed with an unanimous vote.

Tracking Report Update- Shane Doyle

- There is an addition to the Policies and Procedures to allow better communication in advance when a P&P is suspended, including an explanation on why a particular P&P is suspended and any available time lines for possible reinstatements (as it pertains to the affected employees).
- The Flexible Work Schedule policy is currently out for public comment. If anyone wants to post a separate comment about the policy, please do so.

- New officers will take up any unfinished concerns or recommendations next Fall.

Final Chair Report- Shane Doyle

This is the end of Shane's final term as Chair and on the Council. It has been a pleasure for him to work with the Council this year with the amount of research, action, and work we did for the concerns that were brought to us. We had five resolutions pass through College Council this year.

Introduction of New Council Members- Council

The new members were introduced.

Election of Officers- Shane Doyle

Each sitting officer described their duties and answered questions about their positions. A vote was held. The newly elected officers are:

- Shakenna Adams-Gormley- Chair
- Ramon Del La Cruz- Vice Chair
- Erin Hudgins- Secretary

Adjournment

The meeting adjourned at 2:23pm.

Written by Opal Juarez
College Council Recorder

Submitted by Erin Hudgins
College Council Secretary