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## MONTGOMERY COLLEGE GOVERNANCE

Staff Council  
April 30, 2020  
Via Zoom  
1:00pm-3:00pm

### Attendees:

- Members Present: Shakenna Adams-Gormley (Chair), Brooke Crothers, Ramon De La Cruz (Vice Chair), Vickie Drake, Stacey Gustavson, Erin Hudgins (Secretary), Christine Hunt, Amir Khademi, Tilandra Rhyne, Carroll Rollman, Amanda Stroud, Jacquelyn Williams, Matt Wilson
- Invited Guests: Sharon Bland

### Call to Order

The regular meeting was called to order at 1:02pm by Chair Shakenna Adams-Gormley.

### Constituent Concerns:

Erin Hudgins shared a concern from staff that supervisors were asking staff to provide justification for their remote working to avoid being furloughed.

### Approval of Minutes

The minutes for the March 5 and April 2 meetings were approved as prepared.

### Equity and Inclusion Spring Update – Sharon Bland

Sharon Bland, Chief Equity and Inclusion Officer, shared an update about her Office for the Spring semester. She had just concluded the Women Who Empower pop-up Zoom event. This event was intended to be in-person but was pivoted to being virtual instead. The Office of Equity and Inclusion received lots of feedback about wanting to continue the dialogues started last academic year so several dialogues were planned for Fall, and one was conducted in Spring before the transition to remote working. A dialogue event is planned for October 18, which will focus on HR concerns and issues that have been identified through the dialogues and other events. The October 18 event will include the announcement of the awardees for the Excellence in Equity awards. The Equity and Inclusion website has been updated, and the white papers that have been produced by the office are available there. The final draft of the Roadmap to Success has been submitted to SALT, and there will be a Town Hall to review the contents when it is released. Upcoming events for the Office include a May 6 self-care mindfulness event and a May 20 virtual African American History Walking tour. PACEI 2.0 started meeting on April 21, but if any staff are interested in being alternates, they can let Shakenna Adams-Gormley know.

### Chair Report – Shakenna Adams-Gormley

The Policy related to appointment/selection of Chairs is up for review and comment. Since remote working started, successful phishing attacks have increased. The major events for the end of the academic year are being transitioned to virtual events. The Spring closing meeting will be on May 8, the Harry Harden awards event will be on May 18, and Commencement will be

on May 22. 40 MC nursing students responded to Governor Hogan's call for medical responders and have been deployed to assignments. These students will be compensated but will not receive college credit for this work. The Coronavirus Advisory Team observes the daily County Council updates and then meets to discuss any MC responses or actions based on those meetings. The MC budget request for fiscal year 2021 has been approved, but there may be some cuts after May 21. The College is currently in a hiring freeze, and is expecting to receive money from the CARES act next week. These funds will first be used to assist students receiving Pell grants. The College is determining how to handle placement assessments during remote learning.

#### Unfinished Business

- FSA adjustment concern – Shakenna Adams-Gormley. Ms. Adams-Gormley communicated with Sue Redding, who said that the IRS has not given any guidance or information about adjusting FSAs. Employees that use dependent care FSAs and either have both parents home or one parent in a single-parent household home can make changes through HR. Healthcare FSAs can carry over \$500 into next year.
- Healthcare coverage offerings/copays/cost sharing concern – Shakenna Adams-Gormley. Ms. Adams-Gormley communicated with Sue Redding, who shared that healthcare coverage is not currently out for bidding so there will be no changes, that copay adjustments are still being calculated each year, and that cost sharing is negotiated via union actions.
- Professional Development Leave Committee – Tilandra Rhyne. The committee is having problems getting responses from some members. The date of the final decision meeting is yet to be determined.
- Open workspace concerns – Ramon De La Cruz. Mr. De La Cruz spoke to staff from Public Safety, who shared that these concerns have expanded to include airborne infection concerns. Public Safety is awaiting guidance from the Federal government and will share that information once it is received.
- Staff Enrichment Day – Tilandra Rhyne. This is the second time that SED has been cancelled. The committee plans to ask if next year's event can be held at Takoma Park Silver Spring campus as it would have this year. The items that had already been purchased for this year can be used next year, and unspent funds will go into the general fund.

#### New Business:

- There is no new business at this time.

#### Announcements/Future Agenda Items

- Our next meeting will be the last of this Governance Year, and will include electing Officers for next year.

Respectfully submitted by  
Erin Hudgins, Staff Council Secretary