
MONTGOMERY COLLEGE GOVERNANCE

Staff Council

December 17, 2020

Via Zoom

1:00pm-3:00pm

Attendees:

- **Members Present:** Shakenna Adams-Gormley (Chair), Daphne Alfelor (Secretary), Brooke Crothers, Ramon De La Cruz (Vice Chair), Dwayne Henry, Surayya Johnson, Beth Reilly, Tilandra Rhyne, Carroll Rollman, Kristina Schramm, Christopher Standing, Amanda Stroud, Matt Wilson
- **Members Absent:** Alton Henley

Call to Order

- The regular meeting was called to order at 1:00 pm by Chair Shakenna Adams-Gormley.

Meeting Minutes

- The minutes for the December 3, 2020 meeting was approved as written.

Constituent Concerns

- No constituent concern reported.

Unfinished Business – Constituent Concerns Update

- Amanda Stroud brought forward a constituent concern at the November 19 Staff Council meeting regarding the College's proposed Conflict of Commitment P&P. Amanda Stroud has been assigned to follow up with Dr. Kevin Long in the Office of Planning and Policy.

Workday Updates – Jane-Ellen Miller

- Jane-Ellen Miller shared that the second module (MC Learns) will go live tomorrow, December 18. All employees and contractors will have the same access to MC Learns.
- MC Learns through Workday will have an intuitive user-interface that includes search functionality to easily browse courses. It will have a new learning dashboard that will provide the ability to manage individual preferences and interests and all MC required training will be located in one place.
- Communication about MC Learns through Workday will be released tomorrow. It will include the link to the Workday website. Training materials and job aids will be available on the Workday at MC website.
- Employees' professional development history has been transitioned to MyMC, including LinkedIn Learning Courses.
- Board of Trustees tasked Dr. Pollard to have 80% of Workday completed by June 2021. The College will meet the 80% completion goal by March 2021.
- Workday Performance system will go live in July 2021. Parallel testing with payroll will be conducted from July 2021 through January 2022. HR, payroll, and finance in Workday will go live in January 2022.

Chair's Report – Shakenna Adams-Gormley

- No P&Ps out for review at this time.
- Workday update started on December 5 and will go live on December 18.
- New wellness class called Join us for Dance Rhythm are held on Thursdays from 5:15-6:00 p.m.
- Mental Health and Wellness events start in January 2021. First event called Coping during Uncertain Times is scheduled for January 22 from 2:00-3:00 p.m.
- Mobile Market needs volunteers. Mobile Market is currently suspended until spring. Contact shawcenter@montgomerycollege.edu for more information.
- MCRPA is sponsoring Personal Branding Workshop series. Next meeting is January 12, 2021 from 3:00-4:00 p.m. via Zoom.
- Check out InsideMC every Monday for updates and information.
- **SVPAAs Updates**
 - Discussed removing General Studies Undecided from the curriculum
 - Discussed restructuring General Studies Fields of Study program
 - Discussed improving the Integrated Studies program
 - Discussed Blackboard enhancements for users

Strategic Workforce and Staffing Plan – Christopher S. Nickson

- In 2019, the College took preliminary measures in initiating the strategic workforce plan project to forecast and plan for future workforce needs. HRSTM and senior leadership are collaborating with the Segal Group.
- Chris Nickson of the Segal Group shared that the strategic workforce plan project is not in response to the COVID-19 pandemic. The landscape of higher education is changing more than ever with several trends that are impacting the higher education. By 2025, 75% of the U.S. workforce will be millennials or Gen Z.

Workforce trends:

- An aging and retiring workforce
- A new generation of workers
- Increased use of and reliance on technology
- An evolving global and U.S. labor market
- Broader diversity and inclusion strategies
- The plan for this project includes four phases. The College is in the midst of phase 1.
 - Phase 1 (Fall 2020 – Early Spring 2021) – Discovery and organizational assessment
 - Phase 2 (Fall 2020 – Early Spring 2021) – Gap Analysis & Findings and Recommendations
 - Phase 3 (Spring 2021 – Summer 2021) – Workforce Plan
 - Phase 4 (Spring 2021 – Summer 2021) – Implementation Planning
- Timelines, steps, and FAQs can be found on the project website <https://info.montgomerycollege.edu/offices/human-resources/strategic-workforce-planning.html>. Email workforceplan@montgomerycollege.edu with questions and feedback. Contact Krista Walker or Christine Hunt in HRSTM for Segal Group's contact information to submit confidential feedbacks.

Announcements and Agenda Items for Next Meeting

- Amanda Stroud announced that the College will be conducting an Employee Engagement Survey next year. The survey will be a combination of Engagement, Equity and Inclusion, and Compliance. It will consist of 60 questions and it should take approximately 18-22 minutes to complete. The survey does not need to be completed in one session. The combined survey results will be shared as soon as possible with recommendations from the various groups to follow. Modern Think is aiming for February 8 to February 22 timeframe to conduct the survey.
- Bradley Bridges, Dr. Rachel Bonaparte-Hagos, and Sharon Bland will be the guest speakers at the February 4 meeting.

Adjourned at 2:52 p.m.

Respectfully submitted by
Daphne Alfelor, Staff Council Secretary