

MC GOVERNANCE

Staff Council

Thursday, September 21, 2023

Meeting 2

1:00-3:00 PM, via Zoom

MINUTES

Members Present: Nghi Nguyen (Chair), Surayya Johnson (Vice Chair), Miho Shimizu (Secretary), Thanh King, Daphne Alfelor, Dwayne Henry, Javon Inman, Betsy Leonard, Nicole Given, Rebecca Razavi, Val Melgosa, Stephanie Krasnoff, Katie Nguyen, and Adaora Nwiqwe

Liaison: Dr. Michelle Campbell (Proxy: Carroll Rollman)

Guest(s): Ms. Megan Cooperman, Employee Wellness Specialist

Absent: Alphonso Hawkins

Call to Order

- The regular meeting was called to order at 1:00 pm by Chair Nghi Nguyen.

Constituent Concerns

- IT Support Specialist Job Classification
 - I am writing with a constituent concern on behalf of the IT Support Specialists Job Classification Grade. In FY17, the college underwent a Compensation Market Study. When the new Compensation structure was implemented on January 1, 2018, the IT Support Specialists suffered a significant blow to their grade. The benchmark compensation packages the company used at the time, should've increased our grades in considering the education, knowledge, skills, and abilities (KSA's) required to perform our jobs successfully. This specific error has caused much dissatisfaction, low morale, frustration, and resentment among the IT Support Specialists. The Interim Director of Technology, Chris Cusic, Younis Forsyth, RV IT Campus Manager (recent retiree), and my current Supervisor, Youssef Halli, TP/SS IT Campus Manager, have been fighting to rectify this inequitable policy for over (5) years. Our group has had multiple meetings in the past where we've been told that they are still working to get this fixed. We leave hopeful, but nothing materializes. Recently, Chris surfaced this problem again in November 2022 by saying

he's still fighting to get this resolved. Still, there has not been any movement.

Meeting Minutes

- The September 7 minutes are approved as written.

Ms. Megan Cooperman, Employee Wellness Specialist

- FSAP (ComPsych) free and confidential support for employees and household members.
 - Six free sessions per issue
- MC Wellness open to employees and their spouse, retirees. No children. Registration is yearly.
- Any information shared is confidential.
- One and one-half hours per week for eligible staff to participate in wellness activities (with supervisor's approval)
- Upcoming MC Wellness Opportunities
 - Walktober, Open Gym & Virtual Weekly Classes, Open Enrollment Fairs (flu shots, blood pressure screening)
- EAP Reimbursement
 - \$35 a month
 - Gym memberships: employee must attend at least 10 days per month
 - Aware of the Gym Membership fees. Looking into budget for increase if possible, looking at data
 - Corporate rates with Lifetime, One Life Fitness, etc.

Chair's Report

- SVPAA Advisory Council
 - Enrollment is up 6% (aim was 4%?)
- College Council
 - Theme: Cultivating connections across the College community to empower everyone's voice
 - Goal: Focus on strategic plan goals; Bringing awareness to and increasing participation in governance
- Governance Digest, second Monday of the month
- A modification to the procedure of the College's Equal Education Opportunity and Non-Discrimination Policy (41002) is being considered at this time. The College community is invited to review the proposed changes and provide feedback by visiting the P&P webpage. Feedback must be submitted by close of business on Friday, October 6, 2023.
- Apply Now to the Global Leadership Cohort, The application, available in Workday, is due by October 27, 2023. - <https://www.montgomerycollege.edu/offices/elite/global-leadership-cohort.html>
- Hispanic Heritage Month Kicks Off Celebration at Montgomery College

- Asian American and Native American Pacific Islander-Serving Institutions (AANAPISI) Week, 9/25-10/1 - <https://www.montgomerycollege.edu/events/asian-pacific-heritage/aanapisi.html>
- Walktober Begins October 4, Register today! <https://mcwellness.walktober.com/#/welcome>
- Open Enrollment, 10/30-11/17, <https://info.montgomerycollege.edu/offices/human-resources/employee-matters-fiscal-update/fy23-benefits.html>
- SHaW Center Event
 - Mobile Markets - <https://www.montgomerycollege.edu/life-at-mc/student-health-and-wellness/fuel-for-success-food-campaign.html>
 - Blood Drive: Rockville - October 5, 10:00 a.m. to 4:00 p.m., Location: Small Gym, 51 Mannakee Street, Rockville, MD 20849.
- Staff Enrichment Day, 3/13/2024, Rockville Campus

Unfinished Business

- December 21 meeting is cancelled.
- Tracking Report
 - Three previous concern has been added to the Tracking Report.
 - EAP Deadline has been forwarded to Employee Services Council
 - Gym Membership Fees has been forwarded to Employee Services Councils
 - RV EV Charging Issue has been forwarded to Rockville Campus Council and Operational Services Council

New Business

- IT Support Specialist Job Classification
 - Will wait for Javon to finish his research before passing it on to the College Council and Employee Services Council
- FY 23-24 Goals
 - Volunteer at Mobile Market for a combined 10 times
 - Distribute hearts and collect canned and other food items for SHaW Center's Food Pantry

Adjourned at 2:06 PM

- Motioned by Betsy. Nicole Seconded. Unanimously approved.

NEXT COUNCIL MEETINGS

October 5, October 19, November 2, November 16, December 7, February 8, February 22, March 7, March 21, April 4, April 18, and May 2

Submitted by
Miho Shimizu, Staff Council Secretary