



BOARD OF TRUSTEES
MONTGOMERY COLLEGE

PUBLIC BOARD MEETING AGENDA

Central Services Building • Board Room • 9221 Corporate Boulevard, Rockville, Maryland
[Link to join via Zoom](#) • By phone: 301-715-8592 • Meeting ID: 983 0497 5764

BOARD OF TRUSTEES

Gloria Aparicio Blackwell
Chair
TERM ENDS JUNE 30, 2026

Annice Cody
First Vice Chair
TERM ENDS JUNE 30, 2028

Sheryl Brissett Chapman, Ed.D.
Second Vice Chair
TERM ENDS JUNE 30, 2029

Michael A. Brintnall, Ph.D.
TERM ENDS JUNE 30, 2029

Marvin Dickerson
TERM ENDS JUNE 30, 2030

David A. Hill
TERM ENDS JUNE 30, 2030

Omar A. Lazo
TERM ENDS JUNE 30, 2027

Jacqueline C. Manger
TERM ENDS JUNE 30, 2031

Marcia Brown Mintz
TERM ENDS JUNE 30, 2031

Renata Podlesny
Student Trustee
TERM ENDS JUNE 30, 2026

PRESIDENT AND
SECRETARY-TREASURER
Dr. Jermaine F. Williams

Monday, February 16, 2026

7:15 p.m.

1. Call to Order Procedural
2. Roll Call Procedural
3. Approval of Agenda Procedural
4. Reports Information
 - A. President's Report
 - B. Committee and Liaison Reports
 - i. Montgomery College Alumni Association Liaison Report
 - ii. Montgomery College Foundation Liaison Report
 - C. FY26 Second Quarter Financial Summary Report
 - D. Chair's Report
5. Consent Agenda Action
 - A. Minutes
 - i. January 21, 2026 Conference Session Minutes
 - ii. January 21, 2026 Public Vote and Closed Session Minutes
 - iii. January 21, 2026 Public Meeting Minutes
 - B. Personnel Actions Confirmation Report
6. Recognitions Action
 - A. Recognition of Retirements
 - B. Awards of Honorary Degrees
 - C. Awards of Emeriti Status
 - D. Awards of Bronze Medallions
 - i. Award of Emerita Status and Bronze Medallion to Dr. Sue Haddad
 - ii. Award of Emerita Status and Bronze Medallion to Dr. Tonya Mason

iii.	Award of Bronze Medallion to Ms. Cynthia Lee Mauris
iv.	Award of Emeritus Status and Bronze Medallion to Dr. Timothy Watt
E.	Tribute and Award of Emeritus Status to Mr. Christopher M. Novak
7.	Compensation and Benefits.....Action
	Authorization to Amend Montgomery College's 403(b) and 457(b) Retirement Plans
8.	Policy Matters.....Information and Possible Action
	A. Modification of Policy 62004: Crowdfunding
	B. Modification of Policy 95005: Protection of Minors
9.	Strategic Planning.....Information
	Progress Toward Strategic Plan Intended Outcomes Report
10.	Accreditation MatterInformation
	Middle States Self-Study Update Report
11.	Board MatterInformation
	Proposed FY27 Schedule of Board Meetings
12.	New Business.....Procedural
13.	Trustee CommentsProcedural
14.	AdjournmentProcedural

NOTICES

BOARD OF TRUSTEES INFORMATION. The Board's meeting schedule, agendas, meeting minutes, and records of resolutions are available at www.montgomerycollege.edu/bot.

WRITTEN COMMENTS. The Board of Trustees welcomes written comments, which can be sent to trustees@montgomerycollege.edu or to Montgomery College, 9221 Corporate Blvd, Rockville, Maryland 20850, ATTN: Board of Trustees.

ALTERNATIVE AGENDA FORMAT. This agenda is available in an alternative format upon request, in accordance with the Americans with Disabilities Act, by contacting 240-567-5272 or trustees@montgomerycollege.edu at least two weeks prior to the scheduled board meeting.

COMMUNICATIONS ACCOMMODATIONS. For special accommodations in communicating with the Board, contact 240-567-5272 or trustees@montgomerycollege.edu.



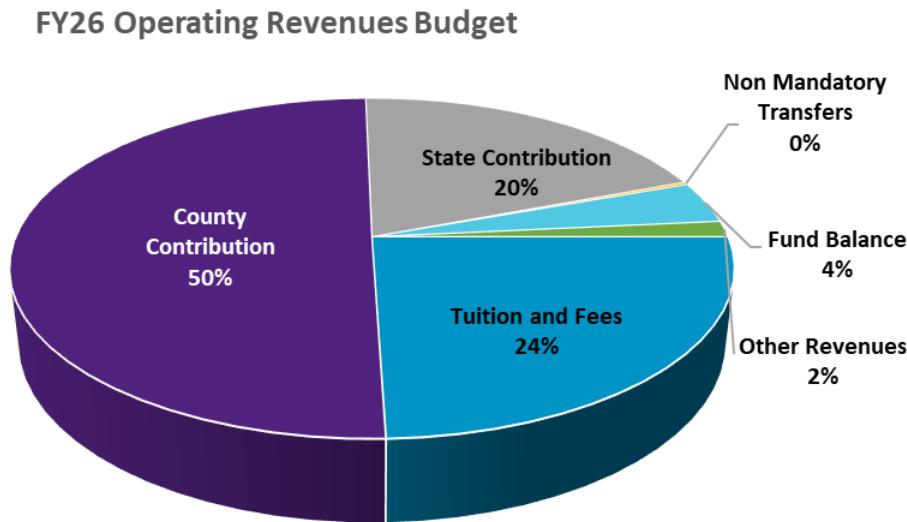
SUMMARY FINANCIALS

FY26 SECOND QUARTER

BOARD OF TRUSTEES
MONTGOMERY COLLEGE
FEBRUARY 16, 2026



OPERATING FUND REVENUES



\$ 294,936,244
 Budget
\$ 168,331,031
 Revenues to Budget
- 126,605,213
 Difference

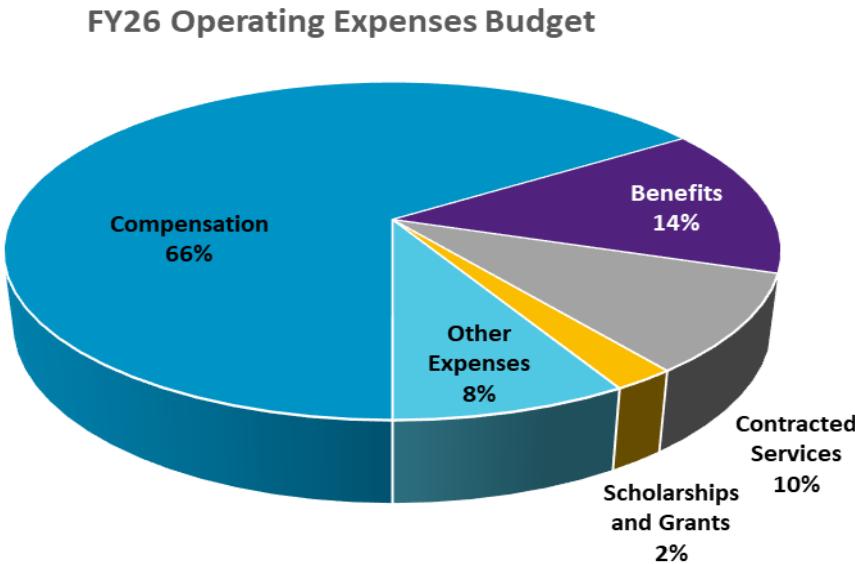
Operating Revenues				
	FY26 Budget	FY26 Revenues to Date	Difference	Revenues to Budget
Tuition and Fees	72,600,367	63,205,663	(9,394,704)	<div style="width: 87.1%;"><div style="width: 100%;"></div></div> 87.1%
County Contribution	148,759,696	74,379,848	(74,379,848)	<div style="width: 50.0%;"><div style="width: 100%;"></div></div> 50.0%
State Contribution	58,022,994	28,986,739	(29,036,255)	<div style="width: 50.0%;"><div style="width: 100%;"></div></div> 50.0%
Non Mandatory Transfers	(760,000)	(244,193)	515,807	<div style="width: 32.1%;"><div style="width: 100%;"></div></div> 32.1%
Fund Balance	11,778,187	-	(11,778,187)	<div style="width: 0.0%;"><div style="width: 100%;"></div></div> 0.0%
Other Revenues	4,535,000	2,002,973	(2,532,027)	<div style="width: 44.2%;"><div style="width: 100%;"></div></div> 44.2%
Total	294,936,244	168,331,031	(126,605,213)	<div style="width: 57.1%;"><div style="width: 100%;"></div></div> 57.1%

● Below Expectations
 ● Monitor Against Expectations
 ● Meeting or Above Expectations

FY26 Operating Revenues to Budget
 as of 12/31/25



OPERATING FUND EXPENSES

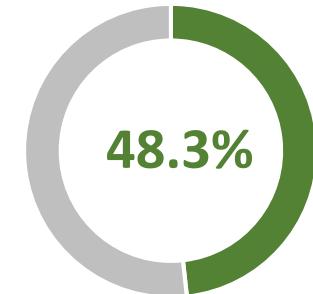


\$ 294,936,244
Budget
\$ 142,347,540
Revenues to Budget
- 152,588,704
Difference

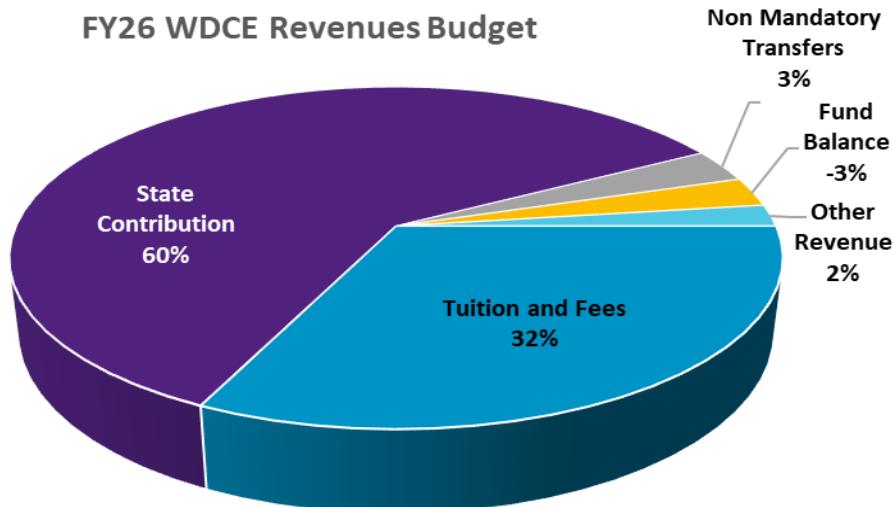
Operating Expenses					
	FY26 Budget	FY26 Expended to Date	Difference	Budget Expended	
Compensation	194,032,758	90,439,393	(103,593,365)	<div style="width: 46.6%; background-color: #4CAF50; height: 10px; border-radius: 5px;"></div>	46.6%
Benefits	42,049,443	18,757,992	(23,291,451)	<div style="width: 44.6%; background-color: #4CAF50; height: 10px; border-radius: 5px;"></div>	44.6%
Contracted Services	27,906,629	18,170,069	(9,736,560)	<div style="width: 65.1%; background-color: #FF9800; height: 10px; border-radius: 5px;"></div>	65.1%
Scholarships and Grants	6,479,146	3,136,755	(3,342,391)	<div style="width: 48.4%; background-color: #4CAF50; height: 10px; border-radius: 5px;"></div>	48.4%
Other Expenses	24,468,268	11,843,331	(12,624,937)	<div style="width: 48.4%; background-color: #4CAF50; height: 10px; border-radius: 5px;"></div>	48.4%
Total	294,936,244	142,347,540	(152,588,704)	<div style="width: 48.3%; background-color: #4CAF50; height: 10px; border-radius: 5px;"></div>	48.3%

● Below Expectations ● Monitor Against Expectations ● Meeting or Above Expectations

FY26 Operating Budget
Expended
as of 12/31/25



WDCE FUND REVENUES



\$ 22,748,598
 Budget
 \$ 13,560,538
 Revenues to Budget
 - 9,188,060
 Difference

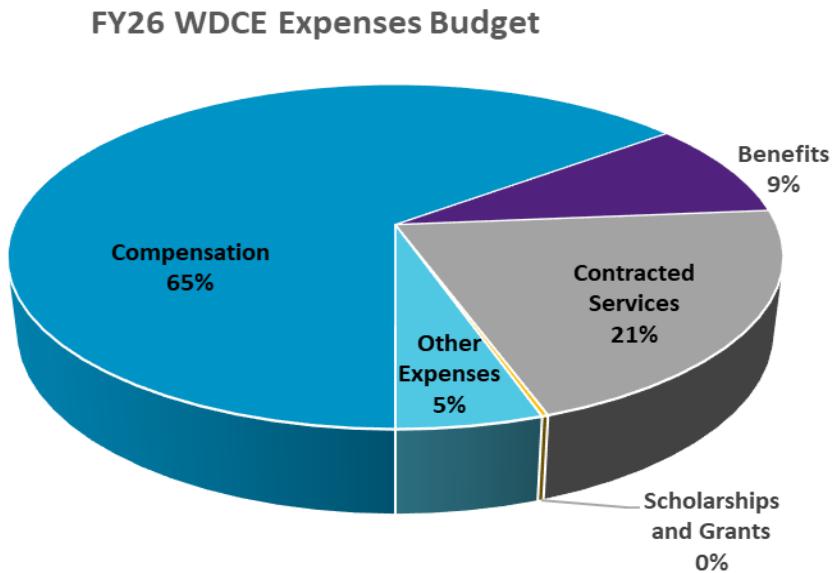
WDCE Revenues					
	FY26 Budget	FY26 Revenues to Date	Difference	Revenues to Budget	
Tuition and Fees	7,714,038	5,752,805	(1,961,233)	<div style="width: 74.6%; background-color: #4CAF50;"></div>	74.6%
State Contribution	14,443,855	7,246,685	(7,197,170)	<div style="width: 50.2%; background-color: #4CAF50;"></div>	50.2%
Non Mandatory Transfers	760,000	244,193	(515,807)	<div style="width: 32.1%; background-color: #FFC107;"></div>	32.1%
Fund Balance	(669,295)	-	669,295	<div style="width: 0.0%; background-color: #4CAF50;"></div>	0.0%
Other Revenue	500,000	316,856	(183,144)	<div style="width: 63.4%; background-color: #4CAF50;"></div>	63.4%
Total	22,748,598	13,560,538	(9,188,060)	<div style="width: 59.6%; background-color: #4CAF50;"></div>	59.6%

 Below Expectations  Monitor Against Expectations  Meeting or Above Expectations

FY26 WDCE Revenues
 to Budget
 as of 12/31/25



WDCE FUND EXPENSES



WDCE Expenses					
	FY26 Budget	FY26 Expended to Date	Difference	Budget Expended	
Compensation	14,684,065	6,202,434	(8,481,631)		42.2%
Benefits	2,063,358	856,112	(1,207,246)		41.5%
Contracted Services	4,783,700	3,840,429	(943,271)		80.3%
Scholarships and Grants	50,000	24,234	(25,766)		48.5%
Other Expenses	1,167,475	734,739	(432,736)		62.9%
Total	22,748,598	11,657,948	(11,090,650)		51.2%

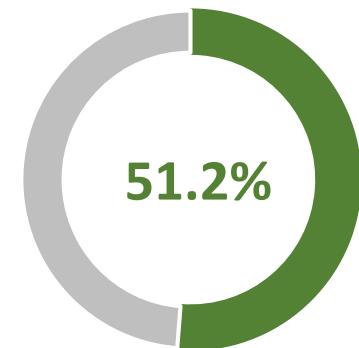
● Below Expectations
 ● Monitor Against Expectations
 ● Meeting or Above Expectations

\$ 22,748,598
 Budget

\$ 11,657,948
 Revenues to Budget

- 11,090,650
 Difference

FY26 WDCE Budget Expended
 as of 12/31/25





EXCEPTIONAL EDUCATION
EXTRAORDINARY OUTCOMES

THANK YOU

**BOARD OF TRUSTEES
MONTGOMERY COLLEGE**

Agenda Item Number: 05B
February 16, 2026

PERSONNEL ACTIONS CONFIRMATION REPORT

BACKGROUND

The Board of Trustees by state law has the authority and the responsibility for appointments to the College. Each month the Board receives a summary of personnel actions from the Office of Human Resources and Strategic Talent Management on new hires and employees who have separated from the College.

RECOMMENDATION

It is recommended that the Board adopt the attached report.

BACKUP INFORMATION

Board Resolution
Personnel Actions Confirmation Report
Policy 34001–Changes in Employee Status

RESPONSIBLE SENIOR ADMINISTRATOR

Mr. Collette

RESOURCE PERSON

Ms. Leitch Walker

**BOARD OF TRUSTEES
MONTGOMERY COLLEGE**

Resolution Number:
Adopted on:

Agenda Item Number: 05B
February 16, 2026

Subject: Personnel Actions Confirmation

WHEREAS, By state law the Board of Trustees has the authority and responsibility for appointments to the College; and

WHEREAS, The attached summary indicates related personnel actions taken by the College during the period December 1, 2025, through December 31, 2025; and

WHEREAS, The president of the College recommends that the Board adopt the following resolution; now therefore, be it

Resolved, That the Board of Trustees accepts the attached reports and confirms the actions of the president.

Attachments

MONTGOMERY COLLEGE
SUMMARY OF PERSONNEL ACTIONS
From December 1, 2025, through December 31, 2025

STAFF

STAFF EMPLOYMENTS

Effective				
Date	Name	Position Title	Grade	Department
12/08/2025	Alvarez, Carmen	Building Services Worker	11	Facilities Operations-GT
12/08/2025	Anna Mathew, Blessy	Financial Aid Management Systems Specialist II	29	Financial Aid
12/08/2025	Butler, Blair	Public Safety Officer II (OFC)	15	Public Safety-TP/SS

STAFF SEPARATIONS

Effective						
Date	Name	Position Title	Grade	YOS	Department	
12/05/2025	Roe, Kristen	Director of ADA Compliance and Title IX Coordinator	35	10	Compliance	
12/05/2025	Srinivassan, Samhitha	Analyst-Programmer	33	1	OIT Application Services	
12/07/2025	Bergtold, David	Learning Center Manager	31	11	CW Learning Centers	
12/15/2025	Butler, Blair	Public Safety Officer II (OFC)	15	0*	Public Safety-TP/SS	
12/16/2025	Oladimeji, Abiodun	Public Safety Officer II (OFC)	15	4	Public Safety-RV	
12/18/2025	Knight, Michele ¹	Instructional Designer	31	15	Teaching and Learning Operations	
12/31/2025	Buckberg, Roberta ¹	Employer Services Specialist	27	35	CW Student Career Services	
12/31/2025	Laufe, Lucy ¹	Department Chair	35	32	Honors College	
12/31/2025	Luc, Marie ¹	Building Services Worker	11	25	Facilities Operations-RV	
12/31/2025	Mills, Michael ¹	Assoc SVP for Equitable Access & Student Success	41	16	ASVP-Equitable Access & Student Success	
12/31/2025	Powers, Owen ¹	Learning Center Manager	31	16	CW Learning Centers	

STAFF EMPLOYMENTS: Ethnicity and Gender

	White	Black	Hispanic	Asian	American Indian	Other/2 or More	TOTAL
Female	0	1	1	1	0	0	3
Male	0	0	0	0	0	0	0
TOTAL	0	1	1	1	0	0	3

STAFF SEPARATIONS: Ethnicity and Gender

	White	Black	Hispanic	Asian	American Indian	Other/2 or More	TOTAL
Female	3	3	0	1	0	0	7
Male	3	1	0	0	0	0	4
TOTAL	6	4	0	1	0	0	11

* Less than one year

¹ Retirement

MONTGOMERY COLLEGE
SUMMARY OF PERSONNEL ACTIONS
From December 1, 2025, through December 31, 2025

FACULTY

FACULTY EMPLOYMENTS

Effective Date	Name	Position Title	Department
None			

FACULTY SEPARATIONS

Effective Date	Name	Position Title	YOS	Department
12/31/2025	Lester, Shawn ¹	Professor	37	Biology and Chemistry Dean

1 Retirement

FACULTY EMPLOYMENTS: Ethnicity and Gender

FACULTY SEPARATIONS: Ethnicity and Gender

**BOARD OF TRUSTEES
MONTGOMERY COLLEGE**

Resolution Number:
Adopted on:

Agenda Item Number: 06A
February 16, 2026

Subject: Retirement Resolution for Full-Time Faculty, Regular Administrative, Associate, and Support Staff

WHEREAS, Full-time faculty, regular administrative, associate, and support staff listed on the attached page(s) have retired from Montgomery College, and are being recognized for their years of service and dedication to the mission of the College; and

WHEREAS, These employees served Montgomery College with enthusiasm and dedication by making a significant contribution in empowering, and enriching the lives of our students, and the College community; and

WHEREAS, College policy provides that administrators and faculty members who retire with a minimum of 10 years of service with Montgomery College shall be designated administrator emeritus/a with the appropriate rank of title, subject to the approval of the Board of Trustees; and

WHEREAS, These employees have cumulatively provided 265 years of service and dedication to the College; now therefore be it

Resolved, That members of the Board of Trustees, and the president of the College express their sincere appreciation to these employees for their outstanding service to the College and the community, and extend to them their best wishes that their retirement years be fulfilling and productive; and be it further

Resolved, That designated retirees are granted the status of administrator/faculty emeriti, and that they be awarded such recognition and honors as may be appropriate to persons holding this title; and be it further

Resolved, That this resolution become a part of the minutes of this Board of Trustees meeting, and a copy of this resolution be presented to the employees on the attached list.

**RETIREMENT RESOLUTION FOR FULL-TIME FACULTY,
REGULAR ADMINISTRATIVE, ASSOCIATE, AND SUPPORT STAFF**

NAME/JOB TITLE/ RETIREMENT DATE	CAMPUS/DEPARTMENT	YEARS OF SERVICE
Melissa Gregory Assoc SVP for Student Success & Engagement <i>Administrator, Emerita</i> October 1, 2025	Rockville ASVP-Student Success & Engagement	27
Christopher Powell Academic Tutor October 1, 2025	Takoma Park/Silver Spring CW Learning Centers	26
Rosemarie Garvin Assoc SVP for Advancement & Communication <i>Administrator, Emerita</i> October 1, 2025	Central Services Grants & Business Development	18
Steven Greenfield VP of Workforce Development & Industry Partnerships <i>Administrator, Emeritus</i> October 1, 2025	Rockville VP-Workforce Development & Industry Partnerships	20
Linda Robinson <i>Professor, Emerita</i> October 1, 2025	Rockville CW Dean Student Success	25
John Turner Building Equipment Mechanic II November 1, 2025	Rockville Facilities Operations	18
Phung Truong Building Equipment Mechanic II December 1, 2025	Rockville Facilities Operations	24
Michele Knight Instructional Designer January 1, 2026	Rockville Teaching and Learning Operations	15
Roberta Buckberg Employer Services Specialist January 1, 2026	Rockville CW Student Career Services	35

Lucy Laufe Department Chair January 1, 2026	Rockville Honors College	32
Marie Luc Building Services Worker January 1, 2026	Rockville Facilities Operations	25

**BOARD OF TRUSTEES
MONTGOMERY COLLEGE**

Agenda Item Number:
February 16, 2026

HONORARY DEGREE CANDIDATES FOR ACADEMIC YEAR 2025-2026

BACKGROUND

The Montgomery College Honorary Degree Program was approved and established by the College's Board of Trustees on October 16, 1995. Through this program, the Board has the opportunity to recognize individuals who have risen to a position of eminence; have acquired a national or international reputation in a selected field; hold a distinguished record of public and community service; or have made a notable donation of time, talent, or gift to Montgomery College.

RECOMMENDATION

The president recommends the selection of honorary degree recipients to be awarded during the Dr. Harry Harden, Jr. Student Academic Excellence Awards Ceremony on May 1, 2026.

BACKUP INFORMATION

Policy 38002: Honorary Degrees

Board Resolution

Biographies of Academic Year 2025-2026 Honorary Degree Candidates (Trustees only)

RESPONSIBLE SENIOR ADMINISTRATORS

Dr. Campbell

RESOURCE PERSONS

Ms. Kumkumian

Ms. Maldonado

**BOARD OF TRUSTEES
MONTGOMERY COLLEGE**

Resolution Number:
Adopted on:

Agenda Item Number:
February 16, 2026

Subject: Honorary Degree Candidates for Academic Year 2025-2026

WHEREAS, The Montgomery College Board of Trustees established an Honorary Degree Program on October 16, 1995, to honor and recognize individuals who have risen to a position of eminence; have acquired a national or international reputation in a selected field; hold a distinguished record of public and community service; or have made a notable donation of time, talent, or gift to Montgomery College; and

WHEREAS, An honorary degree program aligns with Goal 1 of the Strategic Plan—Enhance Connections between Montgomery College and our Community, and increases the visibility of Montgomery College and its ability to formally recognize honorary speakers, contributors, philanthropists, and distinguished friends; and

WHEREAS, The Board of Trustees approves each recipient eligible to receive an honorary associate's degree at commencements, convocations, or other appropriate occasions; and

WHEREAS, The president of the College recommends the following action; now therefore be it

Resolved, That the Board of Trustees award honorary degrees to the candidates listed in the attachment during the Dr. Harry Harden, Jr. Student Academic Excellence Awards Ceremony on May 1, 2026.

**BOARD OF TRUSTEES
MONTGOMERY COLLEGE**

Resolution Number:
Adopted on:

Agenda Item Number: 06Di
February 16, 2026

Subject: Retirement and Award of Emerita Status and Bronze Medallion to Dr. Sue Haddad

WHEREAS, Dr. Sue Haddad served Montgomery College with unwavering dedication and enthusiasm for over 23 years as a full-time faculty and staff member, and retired from the College on March 1, 2025; and

WHEREAS, Dr. Haddad devoted her career within the student affairs division to advance the mission of the College through steadfast commitments to access, equity, inclusion, and holistic student development, empowered students to achieve their academic, career, and personal goals through individualized support, advocacy, and systemic change; and

WHEREAS, Dr. Haddad served in numerous impactful roles, which included counselor and professor in Disability Support Services (DSS), collegewide DSS chair, and associate dean of student affairs on the Rockville Campus, where she consistently centered the needs, voices, and potential of students in all her work; and

WHEREAS, Dr. Haddad empowered students with disabilities by identifying and removing physical, instructional, and attitudinal barriers, and by fostering inclusive learning environments that promoted academic achievement and personal growth; and

WHEREAS, Dr. Haddad taught study skills and first year seminar courses intentionally designed to meet the needs of students with learning disabilities, equipping them with strategies, tools, and confidence to succeed in college and beyond, and cultivated a supportive academic environment for all learners; and

WHEREAS, As collegewide DSS chair, Dr. Haddad implemented consistent practices across the institution, oversaw the adoption of an electronic accommodation management system that streamlined services for faculty, staff, and students; and

WHEREAS, Dr. Haddad strengthened partnerships with Montgomery County Public Schools to support the transition of youth with disabilities to higher education, collaborated with the Division of Rehabilitation Services to establish a memorandum of understanding supporting students on the Autism spectrum, and led workshops on implicit bias, social justice, and disability advocacy—contributing to a more inclusive and equitable campus culture; and

WHEREAS, Dr. Haddad served as a board member for the Maryland Association on Disability and Higher Education from 2016 to 2019, and led the association as president in 2017 to 2018, when she advanced statewide policy and best practices that support the success of students with disabilities across higher education institutions; and

WHEREAS, Dr. Haddad provided strategic, compassionate leadership by overseeing the Student Wellness Center, chaired the campus Behavioral Intervention Team, coordinated responses to students in crisis, and proactively supported student well-being, mental health, and safety; and

WHEREAS, Dr. Haddad provided extensive consultation and training to faculty and staff on student mental health, strengthened the College's capacity to identify, support, and refer students in distress, and reinforced a culture of care and responsiveness; and

WHEREAS, Dr. Haddad led the development of memoranda of understanding with key community partners, including Planned Parenthood, the Capital Area Food Bank, and Thrive Behavioral Health; she ensured students had direct access to health care, food resources, and mental health services as part of a comprehensive support network; and

WHEREAS, Dr. Haddad served as project manager for a \$1 million Basic Needs Grant, designing and implementing initiatives that addressed food insecurity, housing instability, and non-academic barriers to success, deepening the College's commitment to supporting the whole student; and

WHEREAS, Dr. Haddad played a vital leadership role on numerous institutional committees, including the President's Advisory Committee on Equity and Inclusion (2017-2020), the Academic Appeals Committee, serving as chair for 5 years, the Outcomes Committee (2004-2009), and the Strategic Planning Mental Health Committee as chair (2024-2025), where her insight strengthened equity-centered practices and informed collegewide strategy; and

WHEREAS, Dr. Haddad received prestigious honors, which included the Outstanding Peer Faculty Teaching Award in 2009 and the Excellence in Equity Award in 2024, affirming her lasting impact on teaching, equity, and institutional advancement; and

WHEREAS, Dr. Haddad's legacy is reflected in the transformative programs she led, the collaborative relationships she cultivated, and the generations of students and colleagues she inspired through her compassion, courage, and visionary leadership; and

WHEREAS, Montgomery College deeply appreciates Dr. Haddad's unwavering commitment as a champion of student success and her exemplary service to the College; and

WHEREAS, College policy provides that all administrators who retire with a minimum of 10 years of service with Montgomery College shall be designated administrator emeritus/a with the appropriate rank of title, subject to the approval of the Board of Trustees; and

WHEREAS, College policy provides for the awarding of a Bronze Medallion to recognize distinguished service to the College; and

WHEREAS, The senior vice president for student affairs and the president of the College recommend this public recognition of Dr. Sue Haddad on the occasion of her retirement; now therefore be it

Resolved, That the members of the Board of Trustees express their sincere appreciation to Dr. Sue Haddad for her outstanding service to Montgomery College and extend their best wishes for a fulfilling and meaningful retirement; and be it further

Resolved, That Dr. Sue Haddad is granted the status of Administrator Emerita, and that she be awarded such recognition and honors as may be appropriate to persons holding this title; and be it further

Resolved, That Dr. Sue Haddad is awarded the Bronze Medallion in recognition of her distinguished service, leadership, and enduring contributions to student success at Montgomery College; and be it further

Resolved, That this resolution become a part of the minutes of this Board of Trustees meeting, and that a copy of this resolution and the Bronze Medallion be presented to Dr. Sue Haddad.

**BOARD OF TRUSTEES
MONTGOMERY COLLEGE**

Resolution Number:
Adopted on:

Agenda Item Number: 06Dii
February 16, 2026

Subject: Retirement and Award of Emerita Status and Bronze Medallion to Dr. Tonya Mason

WHEREAS, Dr. Tonya Mason served Montgomery College with distinction and enthusiasm for over 23 years in a variety of academic and student affairs leadership roles and retired from the College on June 1, 2025; and

WHEREAS, Dr. Mason began her service as a counseling faculty member on the Takoma Park/Silver Spring Campus from 2001 to 2012, where she student development courses, delivered in-person academic orientation sessions for new students, and provided essential advising and support to the student population; and

WHEREAS, Dr. Mason served as counseling department chair on the Takoma Park/Silver Spring Campus from 2003 to 2005, having ensured the delivery of high-quality counseling and advising services and supported faculty and staff development; and

WHEREAS, Dr. Mason served as administrative associate in the Office of the Executive Vice President for Academic and Student Affairs, where she led the development of more than 75 articulation agreements with partner colleges and universities, significantly strengthened transfer pathways, and expanded opportunities for countless Montgomery College students; and

WHEREAS, Dr. Mason served as associate dean of student development on the Takoma Park/Silver Spring Campus for 12 years, having provided leadership for the Behavioral Intervention Team, she oversaw the College Area Review process and supported student engagement initiatives that advanced retention and student success; and

WHEREAS, Dr. Mason served from 2014 to 2025 as the collegewide dean of student affairs, where she provided strategic leadership for the Combat2College Program, Counseling and Advising, Disability Support Services, and First-Year Experience programs, the TRIO Student Support Services Program, and the Student Wellness Center, having consistently championed initiatives that removed barriers and promoted equitable access for all students; and

WHEREAS, Dr. Mason led the collegewide effort to expand the use of Starfish, which significantly strengthened advising practices across Student Affairs and Academic Affairs, and supported the development of online chat services to enhance accessibility and real-time support for students; and

WHEREAS, Dr. Mason led the effort to secure a highly competitive \$973,741 Basic Needs Grant from the U.S. Department of Education, which was awarded in January 2022 and positioned Montgomery College as one of only six institutions nationwide to receive the inaugural award, significantly advancing the College's work in addressing food insecurity, housing instability, and overall health and wellness for students; and

WHEREAS, Dr. Mason oversaw the design and opening of the new Student Wellness Center on the Rockville Campus and ensured the expansion of resources to the Germantown and Takoma Park/Silver Spring Campuses and the East County Education Center, thereby strengthening the College's commitment to holistic student support; and

WHEREAS, Dr. Mason provided oversight for the Transfer Scholarship Coordinating Committee, culminating in the annual Transfer Scholarship Conference at the Universities at Shady Grove, which has enabled thousands of students to secure scholarships that made transferring to four-year institutions more affordable and attainable; and

WHEREAS, Dr. Mason received the Montgomery College Faculty Outstanding Service Award in 2011 in recognition of her exceptional contributions and unwavering dedication to students and colleagues; and

WHEREAS, Dr. Mason upheld the principles of shared governance through her repeated service on the Student Services and Success Council (2015-2017 and 2020-2024), the Administrator Council (2015-2017), and the Rockville Campus Council (2024-2025); and

WHEREAS, Montgomery College deeply appreciates Dr. Mason's exemplary performance over multiple years and evaluation cycles, her record of developing and advancing programs and services that elevated student success, and her tireless advocacy for equitable access and holistic student support; and

WHEREAS, College policy provides that all administrators who retire with a minimum of 10 years of service with Montgomery College shall be designated administrator emeritus/a with the appropriate rank of title, subject to the approval of the Board of Trustees; and

WHEREAS, College policy provides for the awarding of the Bronze Medallion to recognize distinguished service to the College; and

WHEREAS, The senior vice president for student affairs and the president of the College recommend this public recognition of Dr. Tonya Mason on the occasion of her retirement; now therefore be it

Resolved, That the members of the Board of Trustees express their sincere appreciation to Dr. Tonya Mason for her outstanding service to Montgomery College and extend to her their best wishes for a fulfilling and meaningful retirement; and be it further

Resolved, That Dr. Tonya Mason is granted the status of Administrator Emerita, and that she be awarded such recognition and honors as may be appropriate to persons holding this title; and be it further

Resolved, That Dr. Tonya Mason is awarded the Bronze Medallion in recognition of her distinguished service, leadership, and enduring contributions to student success at Montgomery College; and be it further

Resolved, That this resolution becomes a part of the minutes of this Board of Trustees meeting, and that a copy of this resolution and the Bronze Medallion be presented to Dr. Tonya Mason.

**BOARD OF TRUSTEES
MONTGOMERY COLLEGE**

Resolution Number:
Adopted on:

Agenda Item Number: 06Diii
February 16, 2026

Subject: Retirement and Award of Bronze Medallion to Ms. Cynthia Lee Mauris

WHEREAS, Ms. Cynthia Lee Mauris served Montgomery College with dedication and distinction as a full-time staff member for 22 years, culminating in her retirement on August 1, 2025; and

WHEREAS, Ms. Mauris advanced through roles of increased responsibility in her more than two decades at Montgomery College, consistently demonstrating exceptional professionalism, innovation, and a steadfast commitment to service excellence; and

WHEREAS, Ms. Mauris managed year-long cohort programs such as the Leadership Development Institute (LDI) and Montgomery College Management (MCM), conducted needs assessments, designed coherent class series, hired and mentored expert facilitators, oversaw program logistics, and coached participants to successful completion, which included those earning micro-credential badges aligned to nationally recognized leadership frameworks; and

WHEREAS, Ms. Mauris led the development and administration of Learning Pathways, and created accessible, high-impact training sequences that addressed institutional needs, coordinated facilitators and resources, implemented marketing strategies, and evaluated participant outcomes to continuously improve program quality; and

WHEREAS, Ms. Mauris designed, developed, and facilitated professional development classes, retreats, and meetings for faculty and staff across the College, incorporating best practices in adult learning, emerging leadership and management trends, and active learning methodologies, and facilitated licensed programs such as *Crucial Conversations*, *Crucial Accountability*, *Getting Things Done*, *The Power of Habit*, and *Facilitative Leadership*; and

WHEREAS, Ms. Mauris played a critical role in strategic planning for professional development across the institution, contributed to annual program calendars, aligned offerings with College priorities and the Academic Master Plan in 2016 to 2021, collaborated with leadership to ensure training goals were met, and participated in the College Required Training Committee; and

WHEREAS, Ms. Mauris exemplified extraordinary customer service and anticipated needs, streamlined processes, and ensured accessible, impactful training experiences for faculty, staff, and external partners, including her leadership in collegewide building and grounds crew training and conflict resolution initiatives; and

WHEREAS, Ms. Mauris actively pursued her own professional growth, piloted *Critical Conversations* and *Critical Influence* programs in partnership with Crucial Learning, Inc., to the benefit of Montgomery College, and applied these insights to improve teamwork, service delivery, and institutional effectiveness; and

WHEREAS, Ms. Mauris was held in high esteem by her colleagues, who will miss her collaborative spirit, attention to detail, and unwavering dedication to enhancing the experience

of faculty and staff throughout the College, and who also nominated her for and saw her awarded Outstanding Staff Member of the Year for FY25; and

WHEREAS, College policy provides for the awarding of a Bronze Medallion to recognize distinguished service to the College; and

WHEREAS, The senior vice president for academic affairs/college provost and the president of the College recommend this public recognition of Ms. Mauris on the occasion of her retirement; now therefore be it

Resolved, That the members of the Board of Trustees express their sincere appreciation to Ms. Cynthia Lee Mauris for her 22 years of distinguished service to Montgomery College and extend their best wishes for a fulfilling and rewarding retirement; and be it further

Resolved, That Ms. Cynthia Lee Mauris is awarded the Bronze Medallion in recognition of her distinguished service to the College as an expression of gratitude for her dedication, innovation, and professional commitment to the College; and be it further

Resolved, That this resolution become a part of the minutes of this Board of Trustees meeting, and that a copy of this resolution and the Bronze Medallion be presented to Ms. Cynthia Lee Mauris.

**BOARD OF TRUSTEES
MONTGOMERY COLLEGE**

Resolution Number:
Adopted on:

Agenda Item Number: 06Div
February 16, 2026

Subject: Retirement and Award of Emeritus Status and of Bronze Medallion to Dr. Timothy Watt

WHEREAS, Dr. Timothy Watt has served Montgomery College with dedication and integrity for over 28 years as a full-time faculty member, seven years as an adjunct faculty member, and retired from the College as of May 23, 2025; and

WHEREAS, Dr. Watt consistently demonstrated teaching excellence in general chemistry and promoted student success through clear instruction and engaged real-world applications and demonstrations that helped students understand and appreciate complex chemical concepts; and

WHEREAS, Dr. Watt served as general chemistry course coordinator for over a decade, having helped to improve laboratory instruction through inquiry-based experiments and collaboration with faculty and lab staff; and

WHEREAS, Dr. Watt supported student recognition and success by coordinating departmental student award nominations and managing communications with the Montgomery College Foundation; and

WHEREAS, Dr. Watt developed and maintained the department's website for over 20 years, having ensured up-to-date faculty and staff contacts, department news and program information for students and colleagues; and

WHEREAS, Dr. Watt fostered student interest in chemistry by developing engaging displays on chemistry-related topics, including an extensive exhibit on minerals and crystal structures and a series of chemistry history slides highlighting notable chemists and their contributions; and

WHEREAS, Dr. Watt helped inspire the community through 20 years of participation in the "Chemistry and Lights" demonstration show at Rockville Science Day, bringing chemistry to life for countless children and families; and

WHEREAS, Dr. Watt demonstrated a commitment to professional growth and participated in regional and national chemical education conferences and College workshops on teaching methods, active learning, metacognition, and student success; and

WHEREAS, Dr. Watt provided leadership on building committees that oversaw the renovation of Science West Building and construction of the Science Center on the Rockville Campus, which included the planning and acquisition of extensive equipment and instrumentation for the chemistry department; and further served the College through eight years on the Ticket Appeals Committee and as a long-time tutor in the Math/Science Center; and

WHEREAS, Dr. Watt contributed significantly to the Rockville Campus Chemistry Department, having served as department chair for three years during the design, construction; and

transition into the Science Center Building; and

WHEREAS, Dr. Watt provided wisdom and guidance to the faculty, staff, and students in the Rockville Campus chemistry department, and is respected and admired by his colleagues for his professionalism, generosity, and quiet leadership that strengthened the department and will be deeply missed; and

WHEREAS, College policy provides that all faculty holding faculty rank who retire with a minimum of 10 years of service with Montgomery College shall be designated Faculty Emeritus with the appropriate rank or title, subject to approval of the Board of Trustees; and

WHEREAS, College policy provides for the awarding of a Bronze Medallion to recognize distinguished service to the College; and

WHEREAS, The senior vice president for academic affairs/college provost and the president of the College recommends this public recognition of Dr. Timothy Watt on the occasion of his retirement; now therefore be it

Resolved, That the members of the Board of Trustees express their sincere appreciation to Dr. Timothy Watt for his distinguished service to the College and extend to him their best wishes that his retirement years be fulfilling and productive; and be it further

Resolved, That Dr. Timothy Watt is granted the status of Professor Emeritus, and that he be awarded such recognition and honors as may be appropriate to persons holding this rank; and be it further

Resolved, That Dr. Timothy Watt is awarded the Bronze Medallion in recognition of his distinguished service to the College, and as an expression of gratitude for his dedication and professional commitment to the College; and be it further

Resolved, That this resolution become part of the minutes of this Board of Trustees meeting, and a copy of this resolution and the Bronze Medallion be presented to Dr. Timothy Watt.

**BOARD OF TRUSTEES
MONTGOMERY COLLEGE**

Resolution Number:
Adopted on:

Agenda Item Number: 06E
February 16, 2026

Subject: Tribute and Posthumous Award of Emeritus Status to Mr. Christopher M. Novak

WHEREAS, Mr. Christopher M. Novak served Montgomery College with dedication and distinction for more than 23 years as a full-time staff and administrator for the Office of Information Technology (OIT) until his untimely death on September 17, 2025, which deeply saddened the College community, particularly his colleagues in the Office of Information Technology; and

WHEREAS, Mr. Novak began his career as a network engineer specialist in 2002 in the Office of Information Technology, later progressing from the network engineer supervisor to the network engineer manager, and then to his most recent position as the director of infrastructure and network engineering, where he was responsible for the day-to-day operations and management of the OIT infrastructure, engineering, telephony, and facilities planning staff until his passing; and

WHEREAS, During Mr. Novak's tenure, he led and directed the overall architecture, design, deployment, utilization and enhancement of the enterprise architecture, data centers, network operating center, data and voice networks, application infrastructure, facilities infrastructure planning, and facilities access and security systems; and

WHEREAS, Mr. Novak successfully managed and facilitated unit cooperation and collaboration by building and enhancing relationships within the Office of Information Technology and other College units that ensured better outcomes on numerous projects and initiatives, including a significant number of capital projects in the College's Facilities Master Plan; and

WHEREAS, Mr. Novak's most laudable and impressive attribute was his ability to create collaborative partnerships that enhanced project cohesion and success; and

WHEREAS, Mr. Novak received the FY23 Special Recognition Award for extraordinary performance in his job and for providing excellent customer service to others, as well as a Certificate of Appreciation in recognition of service excellence; and

WHEREAS, Mr. Novak received several OIT awards; was recognized with multiple Project Excellence Awards for critical efforts, including the Data Center Relocation (2010), TC239 Upgrade (2011), Collegewide Math Re-Design (2011), Juniper Network Upgrade (2013), and the Key Services Redundancy projects (2014); earned Team Excellence Awards for his work with Germantown Media Resources (2014) and the Student Services Flood Restoration Project (2015); and was an Office of Information Technology Individual Excellence Award Winner in 2008; and

WHEREAS, Mr. Novak recognized the talents of his staff, encouraged their professional development, and allowed them space to grow and develop in their roles independently and as an effective team member; and

WHEREAS, Mr. Novak mentored Montgomery College student interns in the field of Network Engineering throughout his tenure as a manager and director, which often facilitated job placement upon graduation; and

WHEREAS, OIT staff will miss his gentle spirit, sense of humor, his exemplary work ethic, attention to detail, positive attitude, and his continued support and commitment to staff and the OIT unit; and

WHEREAS, The senior vice president for administrative and fiscal services and chief operating officer and the president of the College recommend this posthumous public recognition of Mr. Christopher M. Novak; and

WHEREAS, College policy provides that all administrators who retire with a minimum of 10 years of service with Montgomery College shall be designated administrator emeritus/a with the appropriate rank of title, subject to the approval of the Board of Trustees; and now therefore be it

Resolved, That the members of the Board of Trustees express their sincere sorrow at the passing of Mr. Christopher M. Novak and extend their deepest sympathy to his family, friends, and colleagues; and express their sincere appreciation for his outstanding service to the College; and be it further

Resolved, That Mr. Christopher M. Novak is posthumously awarded Emeritus Status in recognition of his distinguished service to the College, and as an expression of gratitude to the College for his exceptional dedication and professional commitment to further the goals of the College; and be it further

Resolved, That this tribute become a part of the minutes of this Board of Trustees meeting, and a copy be forwarded to the family of Mr. Christopher M. Novak on behalf of the friends and colleagues who loved, respected, and admired him; and be it further

Resolved, That this resolution become a part of the minutes of this Board of Trustees meeting, and a copy of this resolution be presented to the family of Mr. Christopher M. Novak.

**BOARD OF TRUSTEES
MONTGOMERY COLLEGE**

Agenda Item Number: 7
February 16, 2026

**AUTHORIZATION TO AMEND MONTGOMERY COLLEGE'S 403(b) AND
457(b) RETIREMENT PLANS**

BACKGROUND

Montgomery College sponsors and maintains a 403(b) supplemental retirement plan and a 457(b) deferred compensation plan for the benefit of its employees as part of the College's comprehensive benefits package. Employees can voluntarily make pre-tax contributions to these plans up to IRS-mandated annual limits, and certain employees at or above a certain age are permitted to make additional "catch-up" contributions. In accordance with the SECURE 2.0 Act of 2022 and IRS regulations issued in 2025, beginning in 2026 certain employees classified as "high earners," whose prior year Social Security wages exceed \$145,000, must make any catch-up contributions exclusively as Roth (after-tax) contributions. The College's 403(b) and 457(b) plans currently do not permit Roth contributions. The proposed amendments to these plans to offer a Roth contribution option are intended to ensure compliance with federal requirements and enhance flexibility for participating employees.

RECOMMENDATION

It is recommended that the Board of Trustees authorize the amendment of Montgomery College's 403(b) Supplemental Plan and its 457(b) Deferred Compensation Plan to include a designated Roth contribution feature, and authorize the president to take actions necessary to implement this change.

BACK-UP INFORMATION

Resolution

Proposed Appendix A to 403(b) Plan (Board members only)

Proposed Appendix A to 457(b) Plan (Board members only)

RESPONSIBLE SENIOR ADMINISTRATOR

Mr. Collette

RESOURCE PERSONS

Ms. Leitch Walker

Dr. Mason

**BOARD OF TRUSTEES
MONTGOMERY COLLEGE**

Resolution Number:
Adopted on:

Agenda Item Number: 7
February 16, 2026

**Subject: Authorization to Amend Montgomery College's 403(b) and
457(b) Retirement Plans**

WHEREAS, The Board of Trustees of Montgomery College has fiduciary responsibility for the oversight of the College's retirement benefit programs; and

WHEREAS, As provided for under Internal Revenue Code Sections 403(b) and 457(b), Montgomery College sponsors and maintains a 403(b) supplemental retirement plan and a 457(b) deferred compensation plan, with both plans most recently amended and restated effective January 1, 2020; and

WHEREAS, The SECURE 2.0 Act of 2022, enacted as Division T of the Consolidated Appropriations Act, 2023, expanded and clarified the ability of eligible retirement plans to offer designated Roth (after-tax) contributions, including enhanced flexibility for participant contributions and compliance requirements related to Roth treatment of certain catch-up contributions; and

WHEREAS, Offering a Roth contribution option allows employees to diversify their retirement savings between pre-tax and after-tax accounts, better manage future tax liability, and align personal savings strategies with evolving federal retirement policy; and

WHEREAS, The addition of a Roth contribution feature supports employee financial wellness and positions the College's retirement plans to comply with and adapt to current and future requirements under SECURE 2.0, including Section 603, which changes affecting catch-up contributions for certain high-earning participants; and

WHEREAS, The addition of a Roth contribution feature does not require employer contributions, plan eligibility rules, or participation requirements, but provides an optional savings mechanism elected solely by participating employees, in line with SECURE 2.0 requirements, if applicable; and

WHEREAS, This resolution aligns with Montgomery College Strategic Plan Goal 3: Enhance educational and organizational effectiveness; now therefore be it

Resolved, That the Board of Trustees hereby authorizes Montgomery College to amend its 403(b) Retirement Plan and its 457(b) Deferred Compensation Plan to include a designated Roth contribution feature, in accordance with applicable provisions of the Internal Revenue Code and the SECURE 2.0 Act; and be it further

Resolved, That the Roth contribution feature will be an available option, as soon as administratively feasible, to allow employees to maximize 2026 tax year contributions deducted from their pay and be in compliance with federal requirements including the SECURE 2.0 Act; and be it further

Resolved, That the Board of Trustees authorizes the president to take all actions necessary to implement this change.

**BOARD OF TRUSTEES
MONTGOMERY COLLEGE**

Agenda Item Number: 08A
February 16, 2026

MODIFICATION OF POLICY 62004: CROWDFUNDING

General Information

Policy Number:	62004
Contained in Chapter:	Chapter Six
Policy Title:	Crowdfunding
Policy Creation Date:	May 16, 2016
Most Recent Modification Date:	May 16, 2016

Changes, Additions, Deletions

Line Number	Purpose
Lines 1-2	This deletion removes outdated or unnecessary language.
Lines 4-6	This addition establishes a purpose statement recognizing crowdfunding as a fundraising mechanism.
Lines 8-10	This addition reinforces the expectation that fundraising activities align with institutional priorities and comply with laws and regulations.
Lines 13-19	These modifications strengthen the Montgomery College Foundation's role in approving and overseeing crowdfunding campaigns.
Line 19-22	This addition specifies that crowdfunding campaigns must conform to the Montgomery College Foundation's governing guidelines for gift acceptance.
Lines 24-30	These revisions add restrictions on the use of funds and requirements for their management to ensure alignment with donor intent and fiscal stewardship.
Lines 32-35	This deletion removes outdated language.
Line 37-43	These modifications expand decision-making authority to include the Foundation in the review and discontinuation of fundraising projects and remove duplicative language.
Line 45-47	This deletion removes procedural language.
Line 49	This modification reflects standardized language being implemented across all policies.

RECOMMENDATION

It is recommended that the Board of Trustees adopt the modifications to Policy 62004: Crowdfunding.

BACKUP INFORMATION

Resolution
Policy 62004: Crowdfunding

RESPONSIBLE SENIOR ADMINISTRATOR

Dr. Campbell

RESOURCE PERSONS

Mr. Dietz
Dr. Van Camp

**BOARD OF TRUSTEES
MONTGOMERY COLLEGE**

Resolution Number:
Adopted on:

Agenda Item Number: 08A
February 16, 2026

Subject: Modification of Policy 62004: Crowdfunding

WHEREAS, The Board of Trustees created Policy 62004: Crowdfunding in 2016; and

WHEREAS, The policy has served an important purpose in ensuring that all crowdfunding activities are properly approved, compliant with laws, aligned with institutional priorities, and managed through the Montgomery College Foundation; and

WHEREAS, The policy has been reviewed by the appropriate College community stakeholders for their feedback and been updated; and

WHEREAS, The president recommends that the Board adopt the modifications; now therefore be it

Resolved, That Policy 62004: Crowdfunding is amended as indicated in the attached draft; and be it further

Resolved, That the president is authorized to implement these changes.

Chapter: Fiscal and Business Services

Modification No. 0012

Subject: **Crowdfunding**

1 I. ~~Crowdfunding is an internet based social fundraising effort in which an individual or group~~
2 ~~of individuals solicit the general public for donations to support a project or initiative.~~

3
4 I. The Board of Trustees recognizes the value of crowdfunding campaigns as a means of
5 generating financial support for strategic initiatives that advance Montgomery College's
6 mission and promote student success.

7
8 II. The College is committed to ensuring that any crowdfunding activities are undertaken in
9 alignment with institutional priorities, are subject to appropriate approval and oversight,
10 and are fully compliant with applicable laws and regulations.

11
12 III. The Montgomery College Foundation, Inc. (the "Foundation") has been designated by the
13 College as a receiving agency for all gifts donated to benefit the institution, including
14 those raised via crowdfunding. Accordingly, all crowdfunding projects must first be
15 approved by the Foundation, including the dollar goal, the intended use of the funds, and
16 the timeline. The Foundation will execute crowdfunding campaigns through The College
17 confirms that the Foundation is authorized to support approved technology platforms to
18 host crowdfunding campaigns and, with appropriate approval, will support campaigns
19 launched via an approved platform after approving the intent, purpose, design, message,
20 timing, audience, and page preview. All crowdfunding campaigns must comply with the
21 Montgomery College Foundation's Gift Acceptance Policy, which governs the types of
22 gifts that may be accepted, donor intent, and the appropriate use of funds.

23
24 IV. All gifts must be compliant with the College's mission. No funds may be raised for a
25 specific person. Funds may not be re-directed or be used as a pass-through to any third-
26 party entities. Volunteers are prohibited from keeping any portion of the funds raised. All
27 monies raised will must be used for the stated intention. In the event a campaign is
28 discontinued, the Foundation will determine the appropriate disposition of funds in
29 consultation with relevant stakeholders, ensuring donor intent is honored and in
30 accordance with applicable regulations and financial management practices.

31
32 III. ~~To ensure compliance with College policies and local, state, and federal laws, all~~
33 ~~crowdfunding projects must be pre-approved by the appropriate program director, chair,~~
34 ~~dean, vice president, and/or senior vice president along with the Foundation's~~
35 ~~crowdfunding committee.~~

36
37 IV. ~~Projects cannot violate any laws. Funds may not be re-directed or be used as a pass-~~
38 ~~through to any third party entities. The College and the Foundation reserves the right to~~
39 ~~decline any project based on content or to discontinue an active fundraiser at any time~~
40 ~~due to a group's eligibility status. The College and the Foundation reserves the right to~~
41 ~~discontinue any crowdfunding effort without notice for any failure to comply with College~~
42 ~~and Foundation policies or if a college group's or student group's status has been~~
43 ~~deemed ineligible. All monies raised will be used for the stated intention.~~

44
45 III. ~~Persons wishing to conduct crowdfunding campaigns must apply to the Foundation on a~~
46 ~~form specified by the Foundation for this purpose. All crowdfunding volunteers are strictly~~
47 ~~prohibited from keeping any portion of the funds raised.~~

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VI. The Board of Trustees authorizes the ~~P~~resident ~~is-authorized~~ to establish any procedures necessary to implement this policy.

Board Approval: May 16, 2016; DATE.

**BOARD OF TRUSTEES
MONTGOMERY COLLEGE**

Agenda Item Number: 08B
February 16, 2026

MODIFICATION OF POLICY 95005: PROTECTION OF MINORS

General Information

Policy Number:	95005
Contained in Chapter:	Chapter Nine
Policy Title:	Protection of Minors
Policy Creation Date:	April 28, 2014
Most Recent Modification Date:	April 28, 2014

Changes, Additions, Deletions

Line Number	Purpose
Lines 1-8	These modifications streamline language and emphasize the College's commitment to maintaining a safe environment for minors.
Line 10	This modification reflects standardized language.
Line 13	This modification reflects editorial changes.
Lines 18-22	This deletion removes procedural and now duplicative content.
Lines 24-27	This addition affirms the College's compliance with Maryland child abuse and neglect reporting requirements and clarifies that the obligation to promptly notify appropriate authorities when abuse or neglect is suspected arises from statute.
Lines 29-36	This deletion removes detailed procedural language to streamline the policy and focus on the College's overarching responsibility to protect minors.
Lines 38-39	This modification reflects standardized language being implemented across all policies.

RECOMMENDATION

It is recommended that the Board of Trustees adopt the modifications to Policy 95005: Protection of Minors

BACKUP INFORMATION

Resolution
Policy 95005: Protection of Minors.

RESPONSIBLE SENIOR ADMINISTRATOR

Mr. Collette

RESOURCE PERSON

Mr. Dietz

Dr. Van Camp

**BOARD OF TRUSTEES
MONTGOMERY COLLEGE**

Resolution Number:
Adopted on:

Agenda Item Number: 08B
February 16, 2026

Subject: Modification of Policy 95005: Protection of Minors

WHEREAS, The Board of Trustees created Policy 95005: Protection of Minors in 2014; and

WHEREAS, The policy has served an important purpose in establishing measures to ensure that minors participating in College programs are safeguarded through clear institutional responsibilities, compliance with reporting requirements, and prompt responses to suspected abuse or neglect; and

WHEREAS, The policy has been reviewed by the appropriate College community stakeholders for their feedback and been updated; and

WHEREAS, The president recommends that the Board adopt the modifications; now therefore be it

Resolved, That Policy 95005: Protection of Minors is amended as indicated in the attached draft; and be it further

Resolved, That the president is authorized to implement these changes.

Chapter: Public Safety, Health, and Emergency Management Modification No. 0042
Subject: **Protection of Minors**

1 I. ~~In matters of child welfare, Montgomery College the College shall place the highest~~
2 ~~priority on the interests of the minor. Montgomery The College~~ is committed to providing
3 a safe environment for minors who participate in College sponsored programs and
4 activities and/or programs held on College property. The College affirms its obligation
5 endeavors to prevent harm, including to minors and to take prompt steps to address any
6 harm that may occur. This obligation includes the protection of minors from all forms of
7 abuse and/or neglect, including sexual abuse, and requires timely prompt and effective
8 responses to any suspicions of, or observations of such conduct, abuse or neglect.

9 II. It is the policy of ~~Montgomery~~the College that no employee, student, volunteer, or
10 member of the community shall harm a minor; this prohibition applies to individuals and
11 members of outside groups that may use College facilities, participate in College
12 programs, or otherwise be present on ~~e~~College property. The College will hold
13 accountable any individual within its authority who harms a minor. The College will
14 cooperate with county, state, and federal authorities charged with the protection of
15 minors.

16 III. ~~Montgomery College expects parents and guardians accompanying minors to supervise~~
17 ~~minors at all times. College employees are expected to contact and involve government~~
18 ~~authorities in matters of child welfare through College Ssecurity or others as appropriate,~~
19 ~~except for situations of mandatory reporting of child abuse or neglect, in which reporting~~
20 ~~to government authorities is required and not optional.~~

21 III. The College complies with all state reporting requirements related to child abuse or
22 neglect in Md. Code Regs. 07.02.07.04, including the provision that any individual who
23 has reason to believe that a child has been abused or neglected shall immediately notify
24 a local law enforcement agency or local department by any available means.

25 IV. ~~The College will endeavor to protect minors by defining responsibilities of employees,~~
26 ~~students, volunteers, and those unaffiliated with the College who use College facilities or~~
27 ~~participate in College programs. Responsibilities may include the following: (i) meeting~~
28 ~~standards established for programs and activities that serve minors, (ii) participating in~~
29 ~~awareness training on child abuse and neglect, (iii) establishing effective protocols for~~
30 ~~dealing with unsupervised minors, (iv) screening, as determined to be appropriate, for~~
31 ~~employees, students, and volunteers who may have significant interaction with minors,~~
32 ~~and (v) meeting legal obligations for reporting child abuse and neglect.~~

33 IV. The Board of Trustees authorizes the president ~~is authorized and directed~~ to establish
34 any procedures necessary to implement this policy.



PROGRESS TOWARD STRATEGIC PLAN INTENDED OUTCOMES

DR. DEBBIE VAN CAMP

CHIEF PLANNING, POLICY, AND GOVERNANCE OFFICER



ANNUAL REPORTING TO THE BOARD OF TRUSTEES

- **September:** Performance Accountability Report (PAR)
- **November:** Updates to Transformational Aspirations metrics and Strategic Plan indicators
- **February:** Midyear report of progress on Strategic Plan intended outcomes of focus
- **May:** End-of-year report of progress on Strategic Plan intended outcomes and confirmation of next year's focus

Transformational Aspirations

Strategic Plan

ACCESS: Create a college going culture

Objective: All MCPS students and their families will have a meaningful connection to Montgomery College by 7th grade.

COMPLETION: Provide experiences of economic, social, and community impact

Objective: All students will have an experience of economic, social, and community impact.

POST-COMPLETION SUCCESS: Transform lives

Objective: Enhanced economic and social mobility and intergenerational mobility.





GOAL 1:

Enhance connections between Montgomery College and our community.



SUPPORTING STRATEGIES

- Scale up outreach efforts in the community to raise awareness of the academic, cultural, and civic opportunities available at the College.
- Leverage and expand partnerships with community-based organizations addressing mental health, food and housing insecurity for students and employees.
- Expand collaborations with county students who are in elementary and middle school.
- Strengthen our collaboration with MCPS, the University System of Maryland (USM), and other regional educational institutions enhancing students' academic journeys.
- Develop East County expansion plan to meet the community's educational needs.
- Improve alignment and communication of workforce advisory committees in all programs.
- Engage with key county and regional civic, nonprofit, and faith-based organizations.

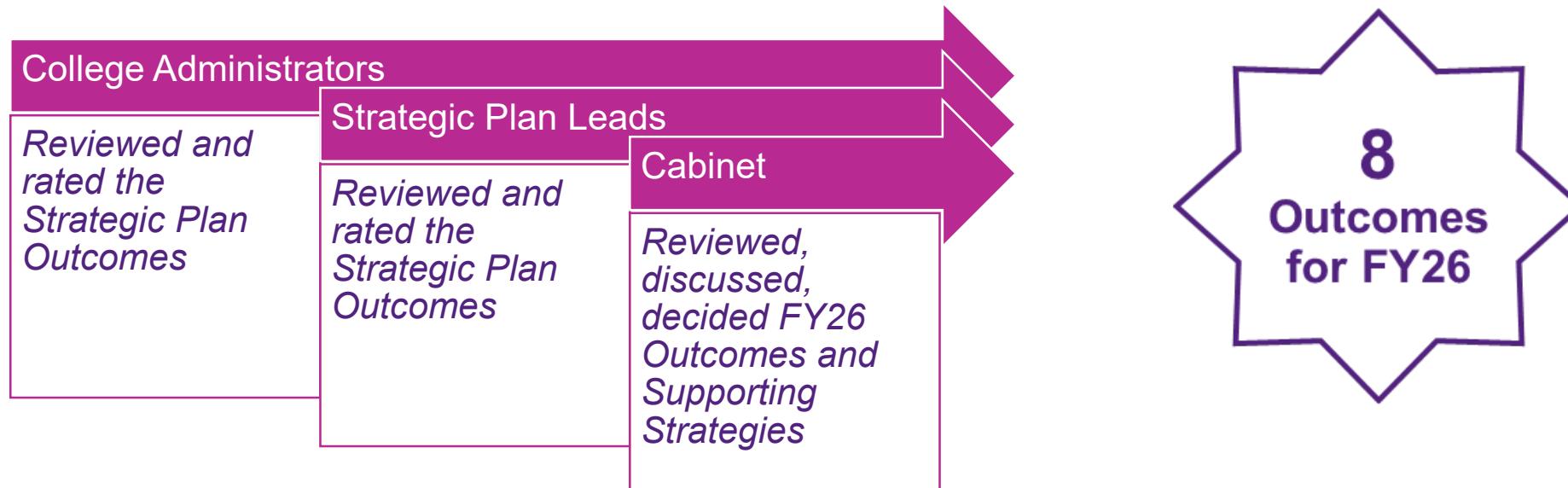
INTENDED OUTCOMES

- Meaningful engagement with MCPS students and their families by 7th grade.
- Continuous enrollment growth, across demographic characteristics, to be the community's college.
- Integration of civic engagement in the College's practices.
- Greater sense of unity between the College and the community.
- Greater awareness of mental health and basic need supports for MC students and employees.

INDICATORS

- Unduplicated fiscal year head count.
- Unduplicated students taking courses at the East County Education Center.
- Students enrolled in dual enrollment.
- Percentage of 6th grade MCPS students that have attended an MC outreach event.
- Percentage of students with an academic plan for the current year.
- Voting rate of MC students.
- Percentage of MC students facing any basic needs insecurity.

INTENDED OUTCOMES FOR FOCUS IN FY26



FY26 INTENDED OUTCOMES

- Academic excellence in all programs (goal 3)
- Efficient registration process for all students (goal 3)
- Data-informed program development, recruitment, scheduling, and student support services (goal 3)
- Increased, equitable student retention and completion rates (goal 3)
- Increased supports to ensure an affordable postsecondary education (goal 4)
- Increased preparation for employment and decreased gaps in earning potential among all students (goal 4)
- Strengthened integration of workforce and career development with academic programs (goal 4)
- All degrees, certificates, and micro-credentials are designed for economic, social, and community impact (goal 4)

ACADEMIC EXCELLENCE IN ALL PROGRAMS

GOAL 3: ENHANCE EDUCATIONAL AND ORGANIZATIONAL EFFECTIVENESS

- **Aspen Institute College Excellence Program's Unlocking Opportunity**
 - Implementing systematic program review alongside peer institutions to target program coherence and completion to increase transfer and employment rates.
- **Improving Success in Gateway Courses**
 - Integrating co-curricular supports, such as Competency Bootcamps, learning assistants, and faculty-initiated early alerts in Starfish, to increase success rates.

EFFICIENT REGISTRATION PROCESS FOR ALL STUDENTS

GOAL 3: ENHANCE EDUCATIONAL AND ORGANIZATIONAL EFFECTIVENESS

- **New Application**
 - Streamlining the first step for students entering the registration process through a more user-friendly application experience.
- **Systemizing Student Support**
 - Integrating technology and human support so students receive timely guidance at key onboarding points, including assessment, placement, and financial aid.

DATA-INFORMED PROGRAM DEVELOPMENT, RECRUITMENT, SCHEDULING, & STUDENT SUPPORT SERVICES

GOAL 3: ENHANCE EDUCATIONAL AND ORGANIZATIONAL EFFECTIVENESS

- **Scaled Adoption of Ad Astra and Scheduling Guidelines**
 - Expanding use of the scheduling platform to support data informed class scheduling and implementing standardized scheduling guidelines.
- **Continuous Assessment of Student Support Services**
 - Using real-time student feedback to consistently assess and improve frontline support services.
- **Integrating Financial Literacy into Recruitment**
 - Broadening financial literacy outreach through family-centered recruitment sessions and a new Paying for College workshop series.

INCREASED, EQUITABLE STUDENT RETENTION & COMPLETION RATES

GOAL 3: ENHANCE EDUCATIONAL AND ORGANIZATIONAL EFFECTIVENESS

- **Advising Forward Initiative**
 - Developing a holistic, college-wide advising model with clear roles, mapped student touchpoints, and equity-focused supports.
- **Office of Learning Recognition and Advancement**
 - Formalizing and communicating Credit for Prior Learning systems to help students earn credit for experience, accelerate progress, and connect learning to career goals.

INCREASED SUPPORTS TO ENSURE AN AFFORDABLE POSTSECONDARY EDUCATION

GOAL 4: INCREASE ECONOMIC IMPACT FOR OUR STUDENTS AND COMMUNITY

- **Savings on Course Materials**
 - Increasing zero-cost and open educational resources access to reduce material costs for students and increased on-time textbook adoption.
- **Pathways to Excellence Partnership Program**
 - Leveraging business and philanthropic support to increase affordable access to education and reduce financial barriers for students.
- **Emergency Student Assistance Funds**
 - Increasing student assistance funding, with analysis showing it effectively supports student persistence and completion.

INCREASED PREPARATION FOR EMPLOYMENT & DECREASED GAPS IN EARNING POTENTIAL AMONG ALL STUDENTS

GOAL 4: INCREASE ECONOMIC IMPACT FOR OUR STUDENTS AND COMMUNITY

- **Technology for Preparation at Scale**
 - Scaling the use of newly enhanced Big Interview features, an AI-leveraging online career preparation platform for interview simulation.
- **Maryland Clinical Simulation Resource Consortium**
 - Expanding high-fidelity clinical simulation to better prepare nursing students for practice while improving student success and patient outcomes.
- **Career Path Readiness Skills**
 - Embedding career-readiness assignments and shared instructional resources across courses to build workforce-relevant communication skills.

STRENGTHENED INTEGRATION OF WORKFORCE & CAREER DEVELOPMENT WITH ACADEMIC PROGRAMS

GOAL 4: INCREASE ECONOMIC IMPACT FOR OUR STUDENTS AND COMMUNITY

- **Build Better Careers Adult Learner Academy**
 - Supporting the College to deepen its alignment of academic programs with career pathways that meet adult learner and labor market needs.
- **Seamless Pathways**
 - Expanding noncredit-to-credit pathways, Credit for Prior Learning, and integrated advising supports so students can more easily transition programs and access guidance.

ALL DEGREES, CERTIFICATES, AND MICRO-CREDENTIALS ARE DESIGNED FOR ECONOMIC, SOCIAL, AND COMMUNITY IMPACT

GOAL 4: INCREASE ECONOMIC IMPACT FOR OUR STUDENTS AND COMMUNITY

- **Alignment Review**
 - Using wage data and a faculty-developed civic engagement framework to review alignment of all programs and credentials.
- **Program Alignment**
 - Unifying academic and workforce programs and strengthening processes to regularly update curricula to maintain academic rigor while ensuring market relevance.



EXCEPTIONAL EDUCATION **EXTRAORDINARY OUTCOMES**

MIDDLE STATES SELF-STUDY & REACCREDITATION UPDATE

PRESENTATION TO THE BOARD OF TRUSTEES

Monday, February 16, 2026

*Presented by MSCHE Co-chairs: Ms. Tonya Addleman,
Dr. Glenda Hernández Tittle, and Dr. Sylvea Hollis*





REACCREDITATION REMINDERS

REACCREDITATION REMINDERS

- Middle States Commission on Higher Education (**MSCHE**) or “Middle States” is our institutional accreditor.
- Uses **peer review** and rigorous **application of standards** within the context of a **college’s mission**.
- The self-study occurs **every 8 years**. We are planning for a **Spring 2027** evaluation team visit.
- Once approved in 2027, we anticipate the next accreditation visit to occur in **2035**.
- The College has been continuously accredited since **1950**, shortly after opening in 1946.



THE IMPORTANCE OF REACCREDITATION

- Availability of **financial aid** for our students.
- Easier **transfer** of credits for our students.
- Measure of **quality** (for students, the community, employers, transfer institutions).
- Affirmation of rigorous standards across **all areas of the college** - academics, student services, operations, governance, and planning.
- Assurance of **continuous improvement**.



MIDDLE STATES STANDARDS FOR ACCREDITATION

- I. Mission and Goals
- II. Ethics and Integrity
- III. Design & Delivery of the Student Learning Experience
- IV. Support of the Student Experience
- V. Educational Effectiveness Assessment
- VI. Planning, Resources, and Institutional Improvement
- VII. Governance, Leadership, and Administration





TRUSTEE ENGAGEMENT TO DATE

TRUSTEES' ENGAGEMENT WITH MC 2027 REACCREDITATION PROCESS

Engagement Activity	Where / When	Presenter
Reaccreditation Overview	Fall Retreat Sept 7, 2023	Dr. Sharon Fechter
Self-Study Design	Conference Session April 21, 2025	MSCHE Co-chairs
Reaccreditation Overview and Update	Fall Retreat Sept 5, 2025	President Williams
Review of Standard VII Criteria (applying to governing bodies)	Board Development & Succession Committee Meeting Oct 6, 2025	MC Chief of Staff

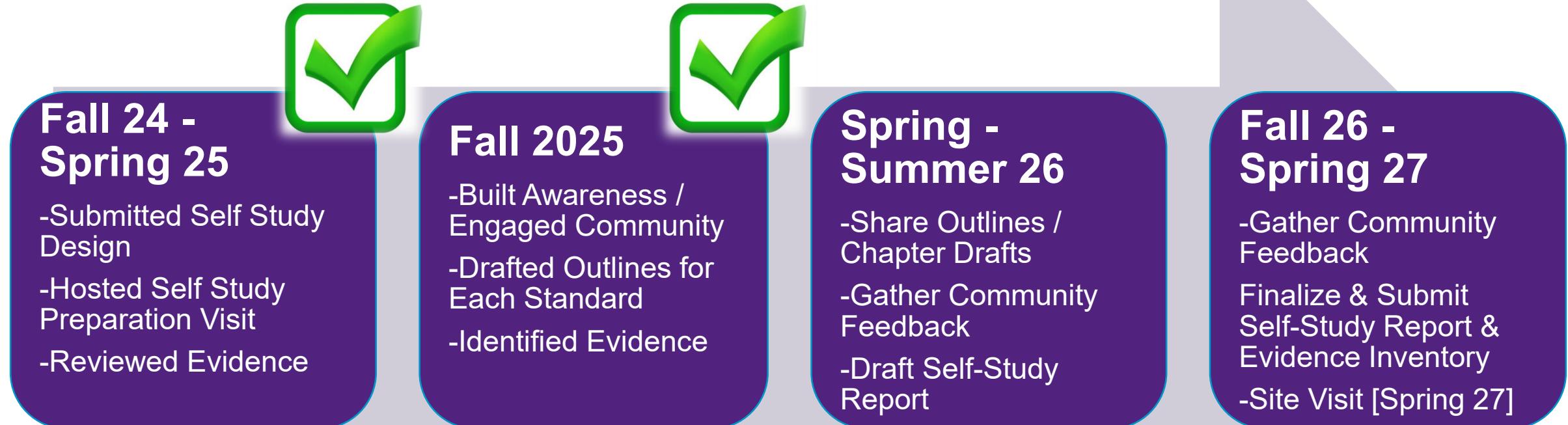
COMMUNICATION WITH TRUSTEES ABOUT REACCREDITATION PROCESS

Date	Summary of Communication
November 8, 2024	Supplemental Information Report submitted in response to MSCHE's inquiry in April 2024.
April 11, 2025	Shared the Self-Study Design document and explained the status of the College's reaccreditation process.
April 25, 2025	Update on the Executive Order on Accreditation and Dear Colleague Letter.
May 2, 2025	Thanked Trustees for meeting with the MSCHE representative during Self-Study Preparation Visit.
December 12, 2025	Middle States Conference. President, Cabinet, and several Steering Committee members attended conference.



WHERE WE ARE NOW

2027 MSCHE SELF-STUDY REPORT AND VISIT TIMELINE





UPCOMING TRUSTEE ENGAGEMENT

TRUSTEES' UPCOMING ENGAGEMENT

Spring 2026

- **Update on Self-study Progress**
February Board Meeting
- **Continue Standard VII Discussion**
Board Development & Succession Committee
- **Discuss Standard VII/Governance**
May Retreat
- **Update on Self-study Progress**
June Board Meeting

Fall 2026

- **Receive and Review draft Report**
September Fall Retreat
- **Meet with visiting team chair**
Likely in October (to be scheduled)
- **Receive and Review final report**
November board meeting
- **Accept final report**
December board meeting

TRUSTEES' UPCOMING ENGAGEMENT

Spring 2027

Site Visit March/April (to be scheduled)

- **Welcome dinner with visiting team**
(typically a Sunday evening)
- **Trustee meeting with visiting team**
(typically one session over the 3-day visit)

Summer 2027

Final action by Middle States Commission on Higher Education

QUESTIONS?



EXCEPTIONAL EDUCATION
EXTRAORDINARY OUTCOMES

BOARD OF TRUSTEES
 Montgomery College
 Fiscal Year 2027 Schedule of Meetings
 Reviewed on: February 16, 2026

						OTHER ACTIVITIES AND EVENTS (RSVP NEEDED FOR MOST. NUMBER OF ATTENDEES IS LIMITED.)
	BOARD MEETINGS (Mondays, unless noted, 6:00 pm closed, 6:30 pm public)	CONFERENCE SESSIONS, (4:45 pm)	BOARD RETREATS	PERIODIC REPORTS TO THE BOARD¹	BOARD DEVELOPMENT AND CONFERENCES	SPECIAL EVENTS AND OTHER BOARD DATES
JUN					18: Board Officers Kickoff Meeting	
JUL						
AUG					5-7: ACCT Governance Leadership Institute 12: New Trustee Orientation	
SEP	Tuesday, 22	Tuesday, 22	11 (Friday): Retreat	4th Q Facilities Updates 4th Q Budget Report 4th Q Construction Change Order Report Performance Accountability Report		
OCT	19	19		FY28 Capital Budget Presentation Clery Report	21-24: ACCT Leadership Congress	
NOV	16	16		1st Q Facilities Updates 1st Q Budget Report 1st Q Construction Change Order Report Progress Toward Transformational Aspirations and Strategic Plan		
DEC	14	14		FY28 Operating Budget Presentation FY26 Audit Presentation		14: Board's Audit Committee Meeting ²
JAN	Wednesday, 27	Wednesday, 27			TBD: MACC Conference	
FEB	15	15		2nd Q Facilities Updates 2nd Q Budget Report 2nd Q Construction Change Order Report Progress toward Strategic Plan Intended Outcomes	7-10: ACCT Legislative Summit	
MAR	15	15				
APR	19	19				
MAY	17	17	7 (Friday): Retreat	3rd Q Facilities Updates 3rd Q Budget Report 3rd Q Construction Change		TBD: Harry Harden Awards 21: Commencement
JUN	21	21		Programs of Cultural Diversity Progress Report	22: Board Officers Kickoff Meeting	

1. This section identifies the regularly scheduled reports to come before the Board.

2. Based on Bylaws section I.G.1a, the Audit Committee is a standing committee of the Board. It is a committee of the whole Board and chaired by the First Vice Chair.

Updated on: February 9, 2026