

# MONTGOMERY COLLEGE ANNUAL REPORT 2019

**MC**  
MONTGOMERY  
COLLEGE



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## ABOUT THE COVER

Students in Workforce Development & Continuing Education's Adult ESOL (English as a Second Language) courses receive basic English language and life skills instruction. Adult ESOL and Basic Skills for College and Careers programs are designed to support students who need additional help with basic academic skills, GED test preparation, English-language development, computer literacy, and U.S. citizenship. Participants may receive additional guidance and advising services to assist with transitioning to college, careers, and entry-level employment.

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Montgomery College is an academic institution committed to promoting equal opportunity and fostering diversity among its students, faculty, and staff.

Produced by Montgomery College Office of the President and Montgomery College Office of Communications, 8/19

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# MESSAGE FROM PRESIDENT DERIONNE POLLARD

Montgomery College broke new ground on several fronts in the 2018–2019 academic year. Innovations that target the achievement gap were partnered with increasing academic rigor and accountability. Collaborations beyond the institution were robust and strategic, while connections to underserved communities were complemented by cultural competence and equity building. The College collaborated widely with Montgomery County government on topics of shared value this year, strengthening both the College’s impact and the climate of the county.

Part of this year was also devoted to the future. As the College moves boldly into its next chapter, it undertook a comprehensive strategic planning process, which has profoundly shaped the vision of the institution for its next phase. Dozens of meetings and stakeholder conversations informed the new goals toward which the College will commit itself, infusing excellence, rigor, and equity into all of its strategies. The meetings themselves were as important as the defined goals, knitting together MC stakeholders, business leaders, nonprofits, and educators with greater depth. A heightened awareness of the community’s interdependence has been the product of these honest, ambitious interactions, which are essential to shared future successes.

As the College built new partnerships this year, it was increasingly cognizant that shared sentiment is not enough; the need for outcomes is pressing and constructive. While accountability has long been a pillar of academics and finances at the College, community collaborations were suffused this year with a new outcomes orientation. The College connected more intentionally to underserved communities throughout the year, building bridges of communication and physical presence, so more people could envision themselves in college.

After several years of preparatory work, the College implemented portions of its compensation realignment plan. Fiscal sustainability required that the College ensure all salaries were comparable to what people are paid for the same jobs in the regional market. Human Resources and Strategic Talent Management communicated thoroughly with staff and faculty about the changes, holding listening sessions on each campus and workforce development sites. Since some employees’ compensation was found by a College study to be above the market range, their salaries were frozen until they come into line with market rates. For a small group of employees whose compensation fell below the

Five MC student leaders attended the 39th Montgomery County Women's Legislative Briefing in January, an event coordinated by the Montgomery County Commission for Women. The event brings together advocates, policymakers, and emerging leaders to "empower, engage, and mobilize Marylanders around issues affecting women and girls throughout the state."



Student leaders with Dr. Pollard. Reflecting afterwards, the students said the event inspired them to create change as students, future professionals, and community members.

minimum of the market range, their compensation was raised. No faculty or staff jobs were eliminated, and no salaries were reduced. These changes to the College's compensation structure are part of a larger plan to balance College funding with the costs of education delivery in the county. Future employees hired by the College will be compensated according to the new system. All of these changes together will help the College to achieve long-term fiscal health and continue to support fair compensation and affordable tuition for students.

Attention to the College's fiscal health has been increasingly important with the changes in the political landscape this year. A new county executive was elected in fall 2018, along with four new county council members, meaning new relationships had to be built and new officials had to be educated about the College's value to the county. Thus far, the College has established a strong start, partnering actively with the county executive and the county council on two shared priorities: equity and inclusion, and early childhood education programming. Multiple collaborative events have raised consciousness about these areas and joint initiatives have launched. The College will continue to look for opportunities to work with the county collectively on increasing our impact on shared values.

On a personal note, I spent a productive sabbatical in the second half of 2018 reimagining the future of the College in the context of need—both our students' and our county's. In this shared space, I explored a range of strategies that may best empower our students to find their ways most efficiently to the educational and professional pathways that exist for them. In serving our county's growing diversity and ambitious business communities, we must find those places of intersection that optimize talent and industry. As our new strategic plan, MC2025, evolves we will be honing those structures to maximize gains for all of our community. I am grateful to the Board of Trustees for its support of this time away, and to Dr. Stephen Cain, who acted faithfully in my stead with efficiency and grace.

A handwritten signature in black ink, reading "DeRionne P. Pollard".

DeRionne P. Pollard, PhD  
President

# STUDENTS

In fall 2018, there were 21,720 credit students enrolled at Montgomery College, with 15 percent taking classes at more than one campus. An additional 11,213 students enrolled in Workforce Development & Continuing Education noncredit courses during that semester.

## Credit Students

The average age of the credit student was 25, and 54 percent of students were female. Thirty-five percent of students were enrolled full time, while 65 percent enrolled part time. Returning students constituted 73 percent of the student body. The largest portion of students lived in Montgomery County, 90 percent, with a small percentage coming from other Maryland counties (5 percent), and just slightly more coming from out of state (5 percent). MC students continued to represent a spectrum of racial and ethnic diversity: African American (27 percent), Hispanic (25 percent), white (23 percent), Asian (11 percent), unknown/foreign (10 percent), and multiracial (3 percent). In FY18, 4,309 students with 12 credits or more transferred to four-year institutions. In fall 2018, general studies and business remained in first and second place among programs with the largest enrollments at the College, followed by science and engineering.

Web-based instruction continued to grow, with 5,984 students taking a web-based class in fall 2018. Part-time students continued to be the largest group in online classes in fall 2018 (59 percent), while full-time students made up 41 percent.

There were 16,818 financial aid recipients—8,306 of them received Pell Grants—in FY18 and the remainder qualified for aid such as federal Supplemental Educational Opportunity Grants, institutional grants, and guaranteed access grants, among other sources. Although enrollment declined from FY17 to FY18, financial aid applications increased one percent in FY18.

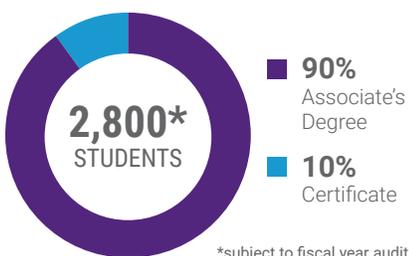
Federal expansion of summer Pell Grants led to a 21 percent increase in summer Pell Grant recipients in FY18 compared to FY17, and a 56 percent increase in Pell dollars received. By using summer Pell Grants, in addition to fall and spring, students can maximize their credit-hour consumption and complete programs faster.

During the 2018–2019 academic year, more than 2,800 students qualified for degrees and certificates. The largest portion of the graduates, 90 percent, earned associate's degrees, while 10 percent were awarded certificates. The most popular programs of study among the grads were general studies, business, science, nursing, computer science, engineering, and teacher education.

Among the College's immigrant students, their most common countries of origins are Ethiopia, Cameroon, El Salvador, China, and Peru. The average age of graduates was 27. MC graduates continue to be diverse with more than half of them female (57 percent), and more than 70 percent students of color: 12 percent Asian, 24 percent Black, 23 percent Hispanic, 25 percent white, and the remainder composed of Native American, Hawaiian-Pacific Islanders, multiracial, or foreign-born students. Fifty-five percent of the graduates came from Montgomery County Public Schools, and about 25 percent took at least one course through Workforce Development & Continuing Education (WD&CE) while at the College.

## MC GRADUATES (2018–2019 ACADEMIC YEAR)

### Graduation and Awards



### Most Popular Enrollment Program Areas

- General Studies
- Business
- Science
- Nursing
- Computer Science
- Engineering
- Teacher Education

### Most Common Countries of Origin



## Workforce Development & Continuing Education

Noncredit programs continue to expand to meet the needs of community members, businesses, and local governmental agencies. Customized contract training partnerships increased from 71 to 82 during FY19, exceeding \$2 million in revenue. Total service levels were maintained above 4,300 full-time equivalent students (FTE), and state-funded activity increased by two percent.

The three modes of WD&CE program offerings continue to provide flexibility in delivery formats, locations, and funding mechanisms. During FY19, open enrollment courses provided approximately 39 percent of total enrollments; contract training provided 22 percent; and grant-funded programming represented 39 percent. At 4,300 FTE during FY19, this noncredit service level alone exceeded the total credit plus noncredit student FTE of six of the 16 Maryland community colleges.

In the past year, the College provided tailored contract training for 82 business, government, and community-based organizations, educating and training more than 5,000 employees in a wide span of topics from management to information technology and beyond. Those 5,000 students represent a significant portion of MC's enrollment—about nine percent of the College's total enrollment, and nearly 21 percent of WD&CE's enrollment. Training was conducted at company sites or at MC facilities throughout the county. During FY19, the Mannakee Building on the Rockville Campus was rebranded as the new Center for Training Excellence (CTE). With 11 modern classrooms and labs, it is located right in the heart of the county seat, near government offices and many businesses. It substantially expanded MC's capacity for training companies and organizations in fueling the local workforce.

## Student Success

In the third year of the College's participation in Achieving the Dream (ATD), the College has made progress on several priority projects. Scheduling has worked to have data readily available to make informed decisions about classes. The advising group has worked to create a comprehensive advising plan for all students. Sixteen faculty, staff, and administrators visited Pierce College in Washington state, an ATD leader school, to examine their work in five areas: mission fulfillment, data democratization, "Start 2 Finish," professional development, and assessment. At the 15th annual DREAM conference this year, several faculty and staff conducted presentations on a range of topics, including advising and developmental math redesign.



# ACADEMIC INITIATIVES

## Achieving Collegiate Excellence and Success (ACES)

In its sixth year, the ACES program—Achieving Collegiate Excellence and Success—has served 2,472 students. In the spring of 2019, there were 704 seniors and 809 juniors at the partner high schools, 898 ACES students enrolled at Montgomery College, and 61 enrolled at USG. The ACES program added its fourteenth school, Magruder High School, this year. During the 2018–2019 school year, ACES also launched a career readiness component of the program that will begin with 11th grade ACES students in spring 2020. ACES students continue to have higher first-year fall-to-fall retention rates than other new students at MC, by as much as 19 percentage points. Course pass rates for ACES students were also higher than non-ACES students, by as much as seven percentage points.

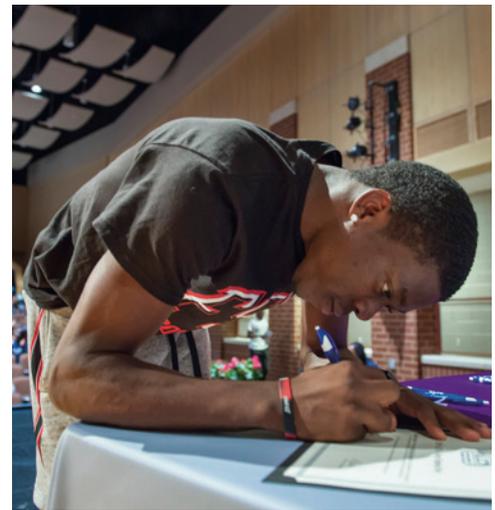
## Student Affairs Assessment

For the first time this year, the College administered the Survey of Entering Student Engagement (SENSE) in order to more thoroughly assess its impact on students. The SENSE is an initiative of the Center for Community College Student Engagement (CCCSE), which focuses on institutional practices and student behaviors during the earliest weeks of college. Faculty administered the survey during the fourth and fifth class weeks of the fall academic term in 119 randomly selected classes at the College. The Colleges' results were then compared to entering students in other schools around the nation. The College's highest areas of student engagement were recorded as Effective Track to College Readiness, High Expectations and Aspirations, and Engaged Learning, with the lowest being Early Connections. All respondents were first-year, first-time college attendees and largely traditional-age students.

Left: ACES workshop at Magruder High School, January 2019



Right: At College Signing Day in May, ACES students make their college choices official. The “signing” students will be attending Montgomery College or four-year schools after graduating from Montgomery County Public Schools.



Welcome to ACES orientation event, March 2019, provided MCPS students and their families with details about the MCPS-MC-USG pathway.

## Dual Enrollment Programs

In fall 2018, the combined three dual enrollment programs accounted for three percent of the College's credit enrollment. The success rate of dual-enrolled students is markedly higher than that for students on the campuses, with an overall GPA of 3.12 in MC coursework.

**Early College**, which began in the fall of 2018, allows high school students to take a program of courses to earn an associate's degree at Montgomery College. In the fall of 2018 two degrees were offered on the Rockville Campus: an associate of arts in teaching mathematics and an associate of science with a mathematics track.

Nine more degrees are planned to start in FY20, one more at the Rockville Campus, two at the Germantown Campus, and six at the Takoma Park/Silver Spring Campus. More than 550 students with interest in Early College for FY20 have met the GPA requirements. The disciplinary foci of the new programs expand the College's offerings considerably, to include business, computer science, biological sciences, and cybersecurity. Several health sciences are also included: diagnostic medical sonography, physical therapy, surgical technology, radiologic technology, and nursing, which expands the pool of high school students who will be job-ready upon graduation.

A strong recruitment push this year drew more than 3,500 students and parents to six Early and Middle College information sessions. The **Pathways in Network and Information Technology Program (P-TECH) at Clarksburg High School** currently serves 58 students pursuing an associate of applied science in networking. The P-TECH allows students in four districts to apply and begin taking network classes in grades 10 and 11 at Clarksburg, with students coming on to the MC campus in grade 12 for their college classes. Already there have been 172 applicants for FY20, which will host its first classes at the Germantown Campus in fall of 2020.

In FY18, 546 high school students participated in **Middle College**, which offers six total degrees at two MCPS high schools: Northwest and Northwood. In total, the program counted 967 enrollments last fiscal year. In the Middle College model, College classes are delivered at the schools for students in grades 10 and 11, with students coming to MC in grade 12 for their final year of college classes. In spring 2018, eight high school students earned a high school diploma and an associate's degree simultaneously.

With 58 Middle College students currently at Northwest and 156 at Northwood, interest rose exponentially this year; more than 800 students from these two schools have applied for the 2019–2020 program. Fourteen students graduated with MC associate degrees and high school diplomas this year, as a result of the dual enrollment program.

## Transforming Developmental Education

Since mathematics continues to be a stumbling point for some students, the College introduced a new model offering developmental math and college-level math simultaneously. Initial data from the fall 2018 implementation are very positive, showing that 20 percent of first-time, full-time students completed their college-level math requirement in one semester, an increase of two percentage points over the latest measurable cohort.

Preliminary data from developmental English courses, recently redesigned as integrated reading/writing approaches, are promising. The overall developmental completion rate in English and reading increased from 48 percent in 2016 to 67 percent in 2017. Developmental students in writing intensive courses, such as psychology, sociology, criminal justice, and business, are also performing well. Preliminary data show that developmental students who placed into college-level courses after one semester passed these courses with a grade of C or higher at a 70 percent rate.



Middle College student graduates participate in commencement with special regalia. The Middle College program is offered to MCPS students enrolled at Clarksburg, Northwest, and Northwood high schools.

## Student Advising

Program advising guides, which help students fulfill their degree requirements in specific majors, expanded greatly from 16 last year to 50. The guides are meant to support the advising process and encourage successful completion in a timely manner. The College now has 100 trained academic program advisors.

Faculty professional development initiatives were strengthened this year with the College's E-Learning, Innovation, and Teaching Excellence serving more than 2,700 participants in more than 400 workshops. With an institutional focus on equity and inclusion, examples of workshops included: Teaching with Social Justice in Mind, Inclusion and Equity in the 21st Century Classroom, and Exploring Microaggressions in the Classroom. In addition, the Scholarship for Excellence in Teaching Program started its second cohort of 12 faculty participants who were provided with a structured, supportive environment in which to enhance their teaching and to promote student success.

## Score Card

Now in its fifth year, the Student Success Score Card's major metrics held fairly steady. Retention rates, for example, are just about the same as last year: fall-to-spring is 80 percent, and fall-to-fall is 65 percent. Both of these rates are well above national averages—the national community college fall-to-fall retention rate is 49 percent. Graduation and transfer rates came in at 44 percent, compared to the previous Score Card level of 46 percent—when the College experienced a big bump of five points. But the College is still in the target range, and certainly above the national average for similarly-sized colleges, under IPEDS (Integrated Postsecondary Education Data System, an initiative of the National Center for Education Statistics) measures. One area in which the College is seeing gains across the board is in developmental education. Completion rates for students taking developmental math and English in their first years are both up.

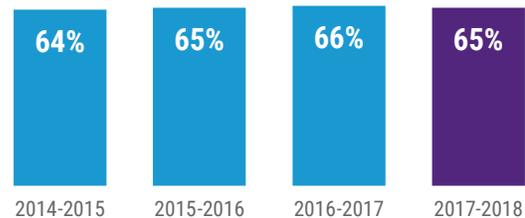
## Retention

Even though the College's retention rates are higher than national averages, the Board of Trustees looked very closely at retention this year for insights on improvement. Dr. Pollard's monthly *President's Focus* reports examined factors that affect students' decisions to remain in school or not. The board's five Constituent Conversations also focused on matters of retention. These events were held

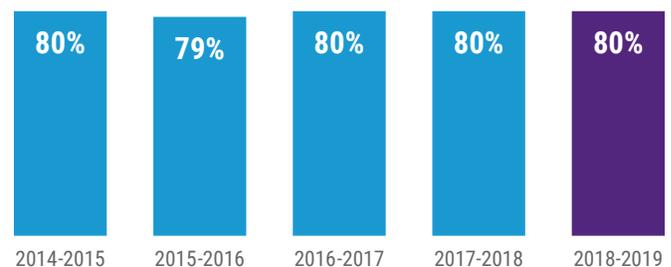
with members of the College's participatory governance system, namely, the Student Council, Faculty Council, Staff Council, Administrator Council, and College Council. Four major themes emerged from these discussions:

- **Building Relationships and Community:** Strong relationships across the MC community help students move successfully along their educational and career paths.
- **Removing Barriers:** Students may face multiple external barriers, but MC can simplify and provide critical support to achieve streamlined internal structures to help students persist toward their goals.
- **Connecting to Resources:** MC has many resources to support students. Get the right services to the right students at the right time.
- **Understanding the Why:** A strong institutional data culture can help MC understand why students leave, discover needs of unique student populations, and determine interventions that are time efficient and cost effective for promoting retention and success. Get the right data to the right MC people at the right time.

### FALL TO FALL RETENTION



### FALL TO SPRING RETENTION

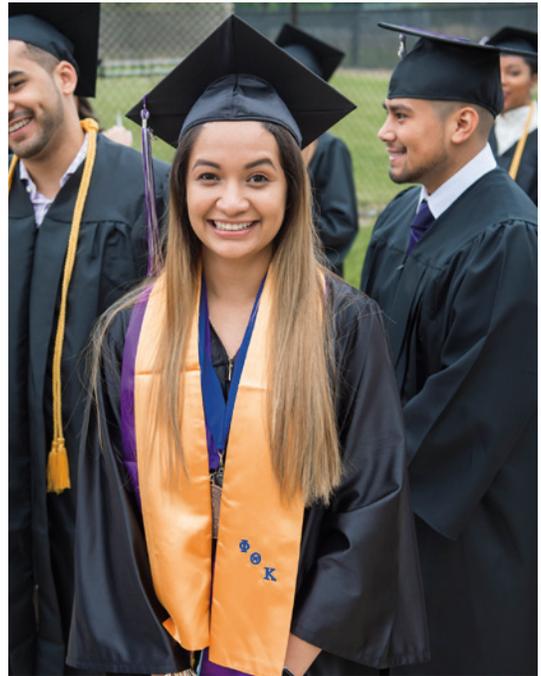


### GRADUATION/TRANSFER INTEGRATED POSTSECONDARY EDUCATION DATA SYSTEM (IPEDS)



# STUDENT AWARDS

Montgomery College student Wendy Mejia Aguilar, who arrived from El Salvador with her single mother and a younger sister, and speaking very little English only five years ago, was awarded a Jack Kent Cooke Undergraduate Transfer Scholarship. A graduate of Kennedy High School, Mejia has been enrolled in the ACES program. There were eight semifinalists for this award at the College this year, each of them born outside the US. Aguilar works on campus, at the Macklin Business Institute Café as a cashier, and she is part of its accounting team. She serves on the Rockville Campus' Vice President and Provost Student Advisory Council and the Enactus Board as a vice president of project development. Outside the College, she works 25 hours a week as a Spanish tutor and as a restaurant cashier. Her academics, leadership, and service to her community were so exceptional that she was one of only 61 awards presented across the US, and only three to Maryland students. The scholarship is worth \$40,000 a year toward the completion of a bachelor's degree. Wendy hopes to attend Yale University, Georgetown University, or the University of Maryland. Wendy is truly a remarkable student, but credit must go to her professors, advisors, and counselors who helped her put her best foot forward in this very competitive process.



# ATHLETICS

The MC Raptors' 2018–2019 year has been a year of transition. Effective July 1, 2018, the Montgomery College athletic program became a Division I and Division II (team-specific) scholarship-offering program. Most of the teams have remained competitive, considering the higher competition level required to advance to national tournaments, with many advancing to the region final or semifinal games.

The women's soccer team (Division I) lost in the Region XX championship final game and finished second in the region with a record of 12 wins and three losses. Men's soccer (Division I) also lost in the Region XX championship final game. They ended the season ranked 17th in the country with a 21–3 record for the season. Women's volleyball (Division II) had a phenomenal season, ending the season ranked 19th in the country. They were undefeated in the regular season (28–1), with their only loss in the region tournament championship final game.

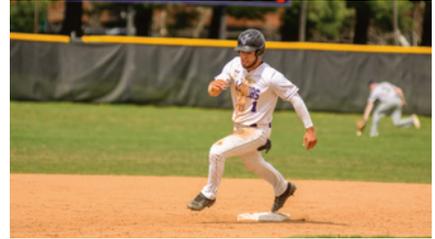
Men's and women's basketball teams (Division II) were competitive, but not as successful as they were at the Division III level. Men's basketball ended with a 13–13 record. Women's basketball lost in the semi-finals of the region tournament championship and ended the season with a 17–12 record.

The baseball team is ranked fifth in Region XX in the team's first year at the Division II level. The team finished the season with a record of 15–11 against National Junior College Athletics Association (NJCAA) Division II opponents, 19–18 overall and 13–11 in the Maryland Junior College Athletic Association (MDJUCA). Baseball pitcher A.J. Javitt was selected as a 2019 NJCAA Division II Third Team All-American. Softball had a tough season and ended with a record of 2–14. Softball's Mary Puig was selected to the All-Region Honorable Mention Team.

Moving up to the Division I level from the Division III level was a challenge for the men's and women's track and field teams this first year. However, women's track and field freshman Blossom Akpedeye was selected as the NCAA and NJCAA Outdoor Track and Field National Athlete of the Week for the week of March 19, 2019. She finished 15th in the 200-meter dash with a time of 24.22 seconds at NJCAA Division I Outdoor Track and Field Championships, while sophomore Taylor Washington finished 19th in the discus with a mark of 29.32 meters (96 feet, 2 inches) and 22nd in the hammer with a mark of 20.96 meters (68 feet, 9 inches) at NJCAA Division I Outdoor Track & Field Championships.

The Men's Track and Field 4 x 100 meter relay team—Raynard Bell, Yasin Mohammed, Aaron Tucker, and Lance Wilson Jr.—ran a time of 42.20 seconds to place 17th at NJCAA Division I Outdoor Track and Field Championships, and the 4 x 400 meter relay team—Hassan Coulibaly, Alain Seri, Alex Varner, and Lance Wilson Jr.—finished in 18th place with a time of 3:32.70 at NJCAA Division I Outdoor Track and Field Championships.

Men's and women's track and field teams competed in a tough season moving up to the Division I level from the Division III level this first year.



The baseball team ranked fifth in Region XX in the team's first year at the Division II level.



Softball's Mary Puig was selected to the All-Region Honorable Mention Team.



Men's soccer (Division I) lost in the Region XX championship final game. They ended the season ranked 17th in the country, with a 21–3 record.



# RECOGNITIONS

The American Association for the Advancement of Science awarded the distinction of Fellow to 416 of its members this year, including MC math professor **Dr. David S. Torain II**. Dr. Torain was cited for his distinguished contributions to the field of applied mathematics, where his discovery of Torain's Equations, which model the harvesting of species under abnormal conditions, was highlighted as significant.

MC employee **Ken Nelson** was inducted into the 2018 Human Rights Hall of Fame. He is one of six Montgomery County residents honored for their contributions to human and civil rights in Montgomery County. Nelson is MC's director of business and community outreach and has worked for MC for more than 20 years in the MC Workforce Development & Continuing Education unit. He is also the senior pastor of Seneca Creek Community Church. He has received several awards for his contributions in the community where he supports life-changing initiatives through his volunteer service with groups such as the American Heart Association, Prison Fellowship, Montgomery Hospice, and many other organizations.

The College's Director of Community Engagement **Karla Silvestre** was honored at the 2018 Girl Legacy Celebration by Community Bridges. The organization offers an array of programs for girls and families, including mentoring and college and career planning. Silvestre was highlighted for her extensive work in establishing partnerships that connect MC to the community and serve the needs of girls and families. Silvestre was recently elected to the at-large seat on the Montgomery County Board of Education.

Montgomery College Foundation Board of Directors member **Linda Youngentob** was named the Community Foundation's 2018 Montgomery County Philanthropist of the Year. She is the co-chair of the Montgomery College Capital Campaign. Youngentob is a board member of CollegeTracks, a nonprofit organization that helps underserved youth apply to and succeed in college, and has taught youth as a facilitator for Future Link in their self-advocacy seminars. Youngentob has also been a part-time faculty member at Montgomery College since 2007 and has worked as a faculty advisor for the Macklin Business Institute since 2008.

Professor **Emma Munoz** has been awarded a Faculty Development Seminar fellowship to travel to Lahore, Pakistan, in June, sponsored by the Council of American Overseas Research Centers (CAORC).

The College's trustees were active in state and local organizations. **Board Chair Michael Knapp** served on the board of directors of the Maryland Association of Community Colleges and also chaired the board of advisors of the Universities at Shady Grove. First **Vice Chair Gloria Aparicio Blackwell** was elected to the Association of Community Colleges' (ACCT) Northeast Regional Nominating Committee. **Trustee Robert Hydorn** was elected by a national vote of members to serve on the ACCT Board of Directors. **Trustee Marsha Suggs Smith** was elected to the ACCT Audit and Finance Committee, and **Student Trustee Sasini Wickramatunga** was elected to the ACCT Student Trustee Advisory Committee.

# COLLEGE OPERATIONS

## Financial Report

### Revenue

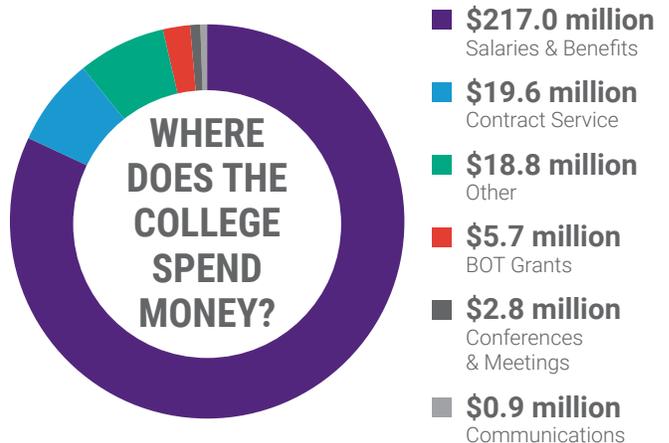
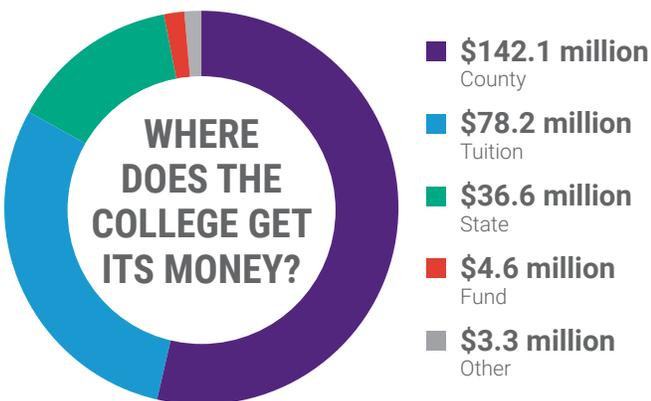
Montgomery County continues to provide the largest component of the College’s funding—more than half. The county has increased its contributions over the last few years to make up for gaps left by the state. Tuition was the College’s second largest source of revenue at 30 percent in FY19, followed by state aid at 14 percent. Maryland’s policy on funding commitments to community colleges is intended to be one-third tuition, one-third county support, and one-third state support, which is not reflected in the current distribution. The board continued to strive to maintain affordability for students, but reluctantly approved a tuition increase of 2.9 percent for county residents and about the same percentage for in-state and out-of-state students. At the request of the county executive, the College participated in an FY18 savings plan whereby \$4.4 million was used to support the FY19 budget.

The county government has been forward-thinking about the College’s role in building a highly skilled workforce, but the College still has vulnerabilities. Despite the College’s strong partnership with Montgomery County, the county has financial stressors over which it has little control, and it is subject to fluctuations in the market, as well as politics.

### Expenses

Eighty-two percent of College spending goes to salaries and benefits. It is by far the College’s largest expense, as is the case with colleges across the country. Contracted services spending is a distant second, followed by utilities, supplies, Board of Trustees grants, and other expenses.

The College’s most important asset is its people, a talented and committed group of individuals. At the same time, because the cost of personnel is the largest one at the College, the institution implemented a new compensation alignment program, which will more closely match salaries to market rates and build sustainability. The Academic Affairs division is also working to increase efficiencies in filling classes by scheduling courses in conjunction with peak demand.



## How to Respond to an Active Attacker Situation



- |   |  |   |
|---|--|---|
| <ul style="list-style-type: none"> <li>• Have an escape route and plan in mind</li> <li>• Leave belongings behind and get out</li> <li>• Keep your hands visible</li> </ul> | <ul style="list-style-type: none"> <li>• Your second option should be hide</li> <li>• Do not huddle together</li> <li>• Lock down: barricade doors, shut off lights, and silence phones</li> </ul> | <ul style="list-style-type: none"> <li>• Fighting is the last resort</li> <li>• Try to incapacitate the attacker</li> <li>• Find objects to use as weapons such as a fire extinguisher or chairs</li> </ul> |
|---|--|---|

### Facilities

Major construction projects on each campus continued this year. The Student Services Center on the Rockville Campus is 50 percent finished, with classes planned in the building for spring 2020. The building will feature service offices to onboard students, including the Welcome Center, the offices of Disability Support, Enrollment Services, Veterans Services, Counseling, and spaces for ACES and other special programs.

The Catherine and Isiah Leggett Math and Science Building at the Takoma Park/Silver Spring Campus is being designed, and preparations are underway to begin construction. Faculty, staff, and programs are being relocated from Falcon Hall and Science South. The building has a planned opening date of fall 2022.

The Student Affairs and Science Center on the Germantown Campus is undergoing renovation with an anticipated opening date of summer 2019. Currently, the south side is being renovated and a third floor added. The building will house student affairs services as well as several science disciplines.

### Public Safety

The College continued its focus on emergency management with efforts to improve its mass notification capability. Implementation of the RAVE alert system is underway. The system can interact with any Internet-connected device via text, email, voice, and digital signage. Numerous display boards have already been installed across the three campuses.

Public Safety conducted an emergency “Run, Hide, Fight” exercise in April. The drill satisfied a requirement of the Maryland Safe to Learn Act, designed to test the College’s emergency notification system and to provide the College community an opportunity to practice responding.

Thirty-seven obsolete elevator phones were replaced and upgraded across the three campuses. The servicing of blue-light emergency phones has improved along with a conversation about the utility of blue-light phones, which some colleges are removing in the age of cell phones. A total of 85 new digital hand-held radios were purchased for the Office of Public Safety and Emergency Management. Ballistic vests were issued to officers for improved personal protection in the performance of duty.



MC welcomed “Stan” the Tyrannosaurus Rex to the Science Center atrium on the Rockville Campus in April, making MC the only community college in the nation with a T Rex. The life-size (20-foot high, 35-foot long) T. Rex skeleton is a replica of an actual specimen found and excavated from the Hell Creek Formation in South Dakota in 1987 by Stan Sacrisan. Stan is a permanent acquisition made possible by support from Discovery Communications.

# MAJOR INITIATIVES

## Strategic Planning

To develop the next strategic plan and establish future key priorities, multiple internal and external engagement activities were conducted by the Board of Trustees and the Strategic Planning Committee throughout the academic year. The engagement dialogues were meant to keep the board apprised of educational and workforce needs of the College's diverse constituent communities, and for dialogue participants to share their perspectives regarding the future of work, education, partnerships, the county, and the College. The first engagement dialogue was held in September with the Montgomery College Community Engagement Roundtable, and the second engagement was held in October with the Montgomery College Business Roundtable and expanded guests. The planning committee also conducted eight Community Cafés in October 2018. A café was hosted at each campus, each community engagement center, and the Central Services Building. The planning committee also held 12 spring planning forums at all College locations. A follow-up breakfast meeting was held with the Community Engagement Roundtable in March to solicit reactions to the draft plan. Throughout the process, all drafts of the plan have been posted on the *Montgomery College 2025* website for comment and feedback. Key emerging ideas or themes were documented, and the committee used them in developing the plan. In total, more than 400 internal and external stakeholders were directly engaged throughout the process.

## MC 2025 STRATEGIC PLAN

## Grants

In FY19, Montgomery College was awarded nearly \$7.78 million in new, publicly funded grants. The College secured a Professional Research Experience Program (PREP) award from the National Institute of Standards and Technology. PREP provides multiyear progressive research experiences for MC students and faculty. The Maryland Higher Education Commission provided a \$1.2 million supplemental Nurse Support Program II award for the Maryland Clinical Simulation Resource Consortium, designed to increase the quality and quantity of simulation used for nursing education in Maryland. The Maryland Department of Labor, Licensing, and Regulation awarded a \$50,000 EARN grant for the Montgomery Alliance for Early Childhood Education initiative that will help immigrant residents achieve training credentials and employment in early childhood education.

## Equity Summit

The College held its first Equity Summit, featuring a variety of notable expert speakers, including Dr. Damon Williams, founder of the National Inclusive Excellence Leadership Academy. Also participating were Montgomery County Executive Marc Elrich and County Council President Nancy Navarro. Inaugural Excellence in Equity Awards were also presented to faculty, staff, and students. The President's Advisory Committee on Equity and Inclusion (PACEI) convened and delivered trainings on topics such as courageous conversations, unconscious bias, mastering civility, and interrupting microaggressions—serving approximately 250 people. The committee also contributed to the national #YouAreWelcomeHere campaign, a campaign designed to affirm that MC is diverse, friendly, safe, and committed to student development. PACEI held a FaceBook Live dialogue session with students called #mctalkscivility and helped to create a welcome video for new MC employees. Finally, a set of widely distributed 'civility norms' were created in order to encourage respectful interactions at the College and communications on how to report discrimination, abuse, and bias concerns were completed.

# COMMUNITY ENGAGEMENT

## Partnerships

Outreach to diverse Montgomery County residents continues to thrive: more than 300 people attended a workshop or MC information session at the **Ethiopian Community Center** in FY19.

The Montgomery College's Office of Community Engagement entered into a partnership with **Identity, Inc.**, a county nonprofit that works with more than 3,000 Latino youth who live in high-poverty areas of Montgomery County. Serving youth who are both in school and out of school—many of them with risk factors for poor academic and economic outcomes, Identity empowers Latino youth to work toward a successful transition into adulthood. The organization offers numerous services, including academic support, workforce development, social and emotional learning, recreation activities, and gang prevention. The College will now have staff at the center during regular hours to assist residents with information about courses at the College and enrollment. Through funding from the Montgomery College Foundation, the College was able to offer early childhood development courses to residents at the location. The 90-hour course leads to a certification that allows residents to work in day care facilities, an increasingly in-demand service in the county.

Another partnership this year has created a crop of high school students who are newly certified as nursing assistants through an **MC program at Ingleside of King Farm**. The Ingleside Foundation sponsors this fully funded program between MC, MCPS, and Ingleside of King Farm in which each student receives 100 percent course scholarship, including uniforms, textbooks, and transportation from the high school to the facility. The program created opportunities for 80 Gaithersburg High School students with up to two licenses, issued by the Maryland Board of Nursing, prior to their high school graduation. These licenses, clinical hours, and didactic programs are stepping stones and stackable credentials to springboard into a career in health care. This is a first-in-the-nation model, which is gaining traction nationally.



Identity Latino asked MC to pilot a program offering free child care classes in Spanish to members of their community. MC sent a professor to Identity's Uptown Youth Opportunity Center in Gaithersburg every Saturday for four months to teach the class. The MC Foundation covered tuition costs for the students.



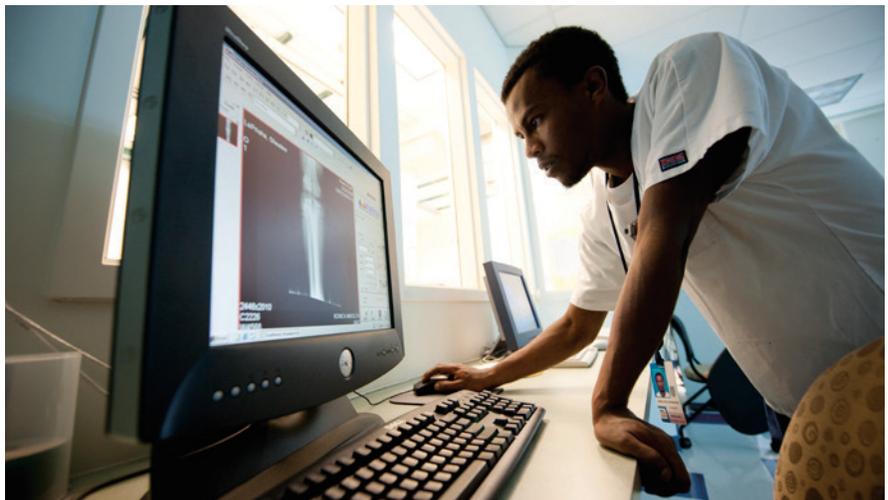
A group of students spent Earth Day outdoors with professionals who are working to clean and protect the Chesapeake Bay. They learned how to assess the health of an ecosystem by testing the water using water quality monitoring equipment, making informed observations, and surveying live organisms. They also interviewed Chesapeake Bay Foundation staff who work in various fields to learn more about environmental career paths.

## Holy Cross Health

The partnership between Montgomery College and Holy Cross Health (HCH) continues to provide opportunities for students to further their education in health care and secure jobs. The partnership supported the radiology program this year—which is responding to a critical shortage in the field—allowing the 36 radiologic technology students to rotate through Holy Cross Hospital and Holy Cross Germantown Hospital. Twenty radiologic technology students have found jobs with HCH over the last six years. MC also onboarded four HCH radiologic technology

employee faculty. Program outcomes from one grant, Careers in Health Care for the Underemployed and Low Income Residents, showed promising results: of the 29 students enrolled in the class, 26 finished successfully. Grants for FY19 included a pilot to enroll students in developmental math and biology concurrently, and scholarships for low-income and immigrant students interested in health sciences through the Office of Community Engagement.

Student examines an x-ray; the College's radiologic technology program is accredited by the Joint Review Committee on Education in Radiologic Technology, a national organization.



## Communications

Last year 7,000 people signed up to receive MC's emergency text messages through the MC Alert system. This brings the total number of registered users to 16,700. The alert system launched in fall 2017 and has become a popular mechanism for communicating about evolving situations. In addition to mobile phones, the alert messages are now shown on 130 digital signs, hundreds of LED message boards, and office desktop computers.

The College began using Facebook Live this year to reach new audiences with MC events and information. Presentations for specific audiences—prospective Amharic-speaking students and students with disabilities, for example—have been created almost monthly this year.

New programs at MCTV are being created with a “digital first” strategy, helping to ensure that county residents can view informative programs in shorter segments and on a range of devices. Over the past academic year, MCTV launched more than a dozen new program series designed to reach low-income residents, adult learners, prospective workforce development students, active military and veterans, and others. The new programming closely aligns with Montgomery County government's goals to serve these populations with useful information while promoting educational opportunities at MC.

Neera Tanden, president and CEO of the Center for American Progress and formerly a key member of President Barack Obama's health care reform team, spoke with Dr. Pollard in November.



## Presidential Dialogue Series

The Presidential Dialogue Series this year focused on the politics of radical inclusion, attracting speakers from a wide variety of fields. Author Dave Zirin explored his provocative book, *Things that Make White People Uncomfortable*, about the history of race in professional sports. Political commentator Neera Tanden, president and CEO of the Center for American Progress, sparked a robust conversation about politics, democracy, and equality. Former U.S. Secretary of Education Arne Duncan discussed his book, *How Schools Work*, and delved into the inequalities of the U.S. education system and how the nation should address them. Finally, former Montgomery County Executive Isiah Leggett spoke eloquently about radically inclusive leadership in these times.



Dr. Pollard with *New York Times* best-selling author Dave Zirin, sports editor for *The Nation*, (above) and former Montgomery County Executive Isiah Leggett (below).



# FACULTY AND STAFF HIGHLIGHTS

## Employees of the Year Celebrated

The College community presented three prestigious awards at its annual spring meeting: Staff Member of the Year, Part-Time Faculty Member of the Year, and Full-Time Faculty Member of the Year. Now in their fourth year, these awards are highly competitive and come with \$5,000 to each winner.

The **Part-Time Faculty Member of the Year** award was given to English Professor Albert Kapikian, whose extraordinary commitment to students is lauded by colleagues and students alike. As a prolific, award-winning writer himself, Professor Kapikian is a mentor for countless aspiring writers and a role model for his colleagues. Described as a high-impact instructor, he brings passion, creativity, and intellectual rigor to his lesson plans. His interactions with students are noted to be humble and compassionate. Possessed of an apparently tireless work ethic, his colleagues report that he is the last person to leave at the end of the day and the first one on campus in the morning, a habit that earned him the 2019 Teaching Excellence award from the Takoma Park/Silver Spring Campus. "In my 40 years in education, I have never worked with anyone who is held in such high regard by students, faculty, and staff," said one colleague. Professor Kapikian's focus on his students is remarkable. "He is brilliant yet caring.... Albert makes his students' hearts and voices soar. He is more than a classroom instructor, but a catalyst who helps them believe in their potential and realize that they have something of value to say." Professor Kapikian shares his gifts generously with TRiO students as a tutor, and with residents in an assisted living facility, where he leads a literature discussion group. Working across disciplines with the history department, he has contributed to the planning of the Confluence Translation Conference.

The **Full-Time Faculty of the Year** award went to Professor Tyra Peanort in Counseling and Advising, who is credited by many for her unfailing "student first" approach. In her 14 years at Montgomery College, Professor Peanort has been an expert in curricular matters and educational planning. As a leader and an innovator, her work has improved the experiences of students and faculty alike. The pioneer of the First Year Experience (FYE) program at MC, she helped develop its targeted framework, philosophy, and vision. Through her dedication, the FYE has evolved into a highly acclaimed program, easily recognized on all campuses. Professor Peanort is also credited with teaching countless first year seminars for incoming students, helping them to orient to the resources at the College, as well as the expectations they will encounter. Her lessons in personal responsibility and self-motivation have inspired countless students to self-discovery and achievement. Through her role as an academic and developmental counselor, she has guided thousands of students through personal journeys that involve insights on attitudes and behaviors that might strengthen their progress. She had three exuberant letters of support from students, one of whom says, "Professor Peanort exudes kindness, respect, and patience to every student with whom she interacts." Professor Peanort also created a signature FYE program, the Student Ambassador program on the Germantown Campus, to develop student leadership skills and serve other students who are in need of direction. Her work as the coordinator of the Summer Bridge Program has resulted in students with higher GPAs and higher retention rates than those who didn't attend.



Left: President DeRionne Pollard and Part-Time Faculty Member of the Year award winner Professor Albert Kapikian



Right: President DeRionne Pollard and Staff Member of the Year award winner Nélida Andrés



Full-Time Faculty of the Year award winner Professor Tyra Peanort

Ms. Nélida Andrés was given the **Staff Member of the Year** award for 2018–2019 for her extraordinary work as program manager for the Early Childhood Education program in Workforce Development & Continuing Education, delivered in English and Spanish. A College employee for 14 years, Ms. Andres' passion for students spans noncredit and credit offerings, and she has recently served as a bridge from one to the other, aiding the College in creating a seamless path from noncredit to credit. She has been extraordinarily active in College advocacy in Annapolis, served a co-advisor for the development of the Early Childhood Education Club, which now has more than 140 active student members, and has aided her WD&CE colleagues in adopting open education resources. Beyond the institution, Ms. Andres has worked on early childhood events at the county and state levels, including the sold-out Regional Summit hosted at MC. Her service on the Child Care Workforce Industry Advisory Committee brings her in close contact with 20 organizations outside the College. Through her diligence and expertise, she secured a \$112,000 grant that provided small business training to family child care providers in Montgomery County, benefiting not only MC students but their young charges. Thanks to the work of Ms. Andres, the College's Early Childhood Education program is becoming a model for other colleges.

MC celebrates faculty and staff at employment milestones; Michael Stoianovici received special recognition for 45 years of service making him the longest serving employee.



# MONTGOMERY COLLEGE'S SUPPORT ORGANIZATIONS

## Montgomery College Foundation

As of mid-June 2019, the Montgomery College Foundation raised \$4.2 million in cash and pledges in the fiscal year. For the MC 2020 Campaign, the foundation raised \$25 million in cash and pledges toward the goal of \$30 million to be raised by June 30, 2020. The \$25 million represents the largest amount ever raised in an MC Foundation campaign, surpassing the \$25 million raised from 2005 to 2009. The foundation remains on pace to provide the largest amount of scholarship aid to the largest pool of students in its 35-year history.

## PIC MC Foundation

The Germantown Campus was designated as a Regional Institution Strategic Enterprise (RISE) Zone in November, the first community college in Maryland to win this honor and the first location in Montgomery County. The designation will help the College develop its academic, business, and research campus, also known as the Pinkney Innovation Complex for Science and Technology at Montgomery College (PIC MC), more fully into an innovation district. Businesses in targeted industries including cybersecurity and biotechnology will be eligible to receive increased incentives. PIC MC also was named by Governor Larry Hogan as an Opportunity Zone, a federal program that includes certification by the secretary of the U.S. Treasury, and it provides two major tax advantages for investing in this census tract. The local development firm Minkoff and Scheer Partners was attracted to the campus earlier in the year through a development agreement and ground lease to finance, construct, and manage a 120,000-square-foot building.

Before retiring, Montgomery County Executive Isiah Leggett and wife, Catherine, helped raise \$1.7 million for underrepresented students.

## Montgomery College Alumni Association

The Alumni Association contributed energy and time to several College events this year, including summer design charrettes at the Takoma Park/Silver Spring Campus, the Leggett Legacy Forward event, the College's legislative breakfast in the fall, the spring education budget forums and the Montgomery County Council's budget hearings in April.

The association supported scholarship giving by hosting events in honor of two beloved coaches. It also chartered a new chapter of Macklin Business Institute (MBI) alumni, whose members are working to engage current and future MBI cohorts. The mentoring program cosponsored a professional panel for communications majors with the Universities at Shady Grove, and it continues to engage with College retirees by cohosting the annual Employee and Retiree Recognition Event, and maintaining Retirees Chapter communications.

Change in MC Athletic Division status last year allowed the College to offer athletic scholarships to students for the first time. Through a combination of operating funds and the MC Foundation, \$50,000 was awarded in athletic scholarships this academic year.





# BOARD RESOLUTIONS IN FY19

## ACADEMIC RESOLUTIONS

- 18-09-086 Graduates Receiving the Associate Degree and the Program Certificate in Summer 2018
- 18-10-120 Creation of the Performing Arts Associate of Arts Degree
- 18-10-121 Deletion of the Dance Program of Study
- 18-10-122 Deletion of the Theatre Performance Program of Study
- 18-10-123 Deletion of the Theatre Technical Program of Study
- 18-12-135 Creation of the Polysomnography Technology Associate of Applied Science Degree
- 18-12-136 Creation of the Homeland Security Certificate
- 19-01-002 Creation of the Early Childhood Education Technology Associate of Applied Science Online Degree
- 19-04-031 Graduates Receiving the Associate Degree and Program Certificate in Spring 2019
- 19-04-036 Modification of the Women's Studies Certificate



Students from MC's Gaming and Simulation program designed and created escape games that explore voting rights. Held at the National Archives Museum in Washington, D.C., the project was part of the museum's commemoration of the 100th anniversary of the 19th Amendment and new exhibit, *Rightfully Hers: American Women and the Vote*. As clues, students used materials culled from the National Archives or the Smithsonian Institution. Attendees solved mysteries and puzzles while learning about suffrage.

## BOARD MATTERS RESOLUTIONS

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- 19-03-027      Response to Montgomery County Planning Board Mandatory Referral Recommendations, Takoma Park/ Silver Spring Campus Catherine and Isiah Leggett Math and Science Building Project, Application MR2019011
- 19-03-028      Schedule of Board Meetings for Fiscal Year 2020
- 19-04-035      Approval of an Addendum to the Agreement Between the Board of Trustees of Montgomery College and the Montgomery College Foundation, Inc.
- 19-04-038      Approval of Memorandum of Agreement–Collective Bargaining Agreement Between Montgomery College and the Montgomery College Chapter of the American Association of University Professors
- 19-06-072      Award of Silver Medallion to Trustee Robert J. Hydorn
- 19-06-071      Award of Bronze Medallion to Trustee Sasini N. Wickramatunga
- 18-10-117      Award of Emeritus Status and Silver Medallion to Trustee Benjamin H. Wu



In March, MC hosted the fifth annual Cyber Forensics Challenge. Participation increased in 2018: from 180 students in eight MCPS high schools to 280 students from 16 schools. Students worked in teams of three to complete a series of challenges with the goal to solve a fictional kidnapping. They earned points, which were tallied at the end of the event to determine first-, second-, and third-place winners.

## BUDGET RESOLUTIONS

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18-09-090	FY18 Operating Fund Functional Transfer
18-11-128	Adoption of the FY20 Capital Budget
18-12-140	Acceptance of the Montgomery College Audited Financial Statements for June 30, 2018, and 2017
19-01-005	Adoption of the FY20 Current, Enterprise and Other Funds Budgets
19-04-037	Tuition Rates for Fiscal Year 2020
19-05-041	FY19 Capital Budget Fund Transfer, Planned Lifecycle Asset Replacement to the Roof Replacement Project
19-06-074	Final Adoption of the FY20 Current, Enterprise, and Other Funds Budgets
19-06-075	Final Adoption of the FY20 College Capital Budget
19-06-076	Petitions for FY20 State Funding
19-06-093	Compensation in FY20

## COLLECTIVE BARGAINING RESOLUTIONS

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18-09-091	Approval of Memorandum of Agreement–Collective Bargaining Agreement Between Montgomery College and the American Association of University Professors, Montgomery College Chapter
18-09-092	Approval of Memorandum of Agreement–Collective Bargaining Agreement Between Montgomery College and the American Federation of State, County, and Municipal Employees, AFL–CIO, Council 67, Local 2380
19-06-094	Collective Bargaining Agreement Between Montgomery College and the American Federation of State, County, and Municipal Employees, AFL–CIO, Council 67, Local 2380



In April 2019, the Office of Student Life and the Environmental Club sponsored several Earth Day events. These events included on-campus clean-up, a movie screening of *Tidewater*, and several activity tables. Students, staff, and faculty painted birdhouses, planted seeds, labeled organic food, and learned about recycling waste disposal and more.

## CONTRACT RESOLUTIONS

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18-09-088	Amendment to Sole Source Award of Contract, Continuation of Inspection and Calibration of Heating, Ventilation, and Air Conditioning (HVAC) Control Systems Rockville and Takoma Park/Silver Spring Campuses
18-12-137	Award of Contract, Clinical Simulation Medical Equipment, Bid 519-005
18-12-138	Sole Source Award of Contract, America's Promise and TechHire Grant- Related Business Engagement and Case Management Services
18-12-139	Sole Source Award of Contract, America's Promise and TechHire Grant- Related Student Data Collection and Evaluation Services
19-01-003	Award of Contract (Part I), Construction Manager at Risk for the Catherine and Isiah Leggett Math and Science Building, Takoma Park/Silver Spring Campus, Bid 619-001
19-01-004	Contract Change Order Number 2 for Network and Infrastructure Products and Services, Bid 516-013
19-02-023	Award of Contract, Soccer Field Complex, Rockville Campus, Bid 619-00
19-05-042	Multiple Awards of Contract, Athletic Transportation, Bid 419-002
19-05-043	Award of Contract, Collegewide Roof Repairs, On-Call Roof Services, and Rockville Campus Physical Education Building Room Replacement, Bid 619-006
19-05-044	Award of Contract, Time and Materials Electrical On-Call Services, Bid 619-007
19-05-045	Contract Change Order, Award of Contract, Mass Notification System, Phase 2, Rockville Campus, Bid 617-010
19-06-077	Award of Contract, High Technology and Science Center ADA Elevator Addition, Germantown Campus, Bid 619-003
19-06-078	Award of Contract, Time and Materials, Paving On-Call Services, Bid 619-008
19-06-079	Award of Contract, West Garage Structural Repair, Takoma Park/Silver Spring Campus, Bid 619-011
19-06-080	Award of Contract, Physical Education Pool Filtration and Heat Exchange Replacement, Rockville Campus, Bid 619-012
19-06-081	Cooperative Award of Contract, Pharmacy Benefit Management Services, Including Employer Group Waiver Program and Wrap Services for Medicare Eligible Members, Bid 919-006
19-06-082	Sole Source Award of Contract, Continuation of Wellness at Work Program
19-06-083	Sole Source Award of Contract, Continuation of Document Imaging Software System Licenses and Maintenance
19-06-084	Sole Source Award of Contract, Continuation of Interim Information Technology Leadership Services
19-06-085	Sole Source Award of Contract, Duo Security Two-Factor Authentication Software License Upgrade
19-06-086	Change Order, Sole Source Award of Contract, Online Automated Library System Maintenance Services

## FACILITIES RESOLUTIONS

- 19-06-048 Tree Conservation Easement and Declaration of Covenants for the Rockville Campus
- 19-06-049 Stormwater Management Inspection and Maintenance Agreement for the Rockville Campus
- 19-06-073 Authorization of the Execution of a Ground Lease in the Pinkney Innovation Complex for Science and Technology on the Germantown Campus to "19710 Observation Drive, LLC" upon the Completion of the Milestones Set Forth in the Executed Development Agreement



In April, 26 students and staff helped pull dozens of bags of trash and recycling, as well as 10 shopping carts and two mattresses, out of Sligo Creek and the surrounding areas in the Long Branch Business District. Students volunteered on behalf of a variety of MC programs and classes, including Alternative Summer Break; Impact MC; and Cultural Psychology, Environmental Biology, and American Government classes. This is the sixth year MC has collaborated with Montgomery Housing Partnership for the event.

## PERSONNEL RESOLUTIONS

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18-09-085	Personnel Actions Confirmation Report
18-10-093	Personnel Actions Confirmation Report
18-11-124	Personnel Actions Confirmation Report
18-12-129	Personnel Actions Confirmation Report
19-01-001	Personnel Actions Confirmation Report
19-02-006	Personnel Actions Confirmation Report
19-03-025	Personnel Actions Confirmation Report
19-04-030	Personnel Actions Confirmation Report
19-05-039	Personnel Actions Confirmation Report
19-06-046	Personnel Actions Confirmation Report
18-10-118	Tribute to Ms. Tara R. Belasco
18-10-119	Tribute and Posthumous Award of Emeritus Status to Professor Lawrence Clifton “Clif” Collins II
19-04-029	Tribute and Posthumous Award of Emeritus Status and Bronze Medallion to Professor Lincoln Mudd
19-03-024	Tribute to Mr. Kevin Murphy
18-10-094	Retirement of Ms. Oyinkansola D. Akitobi
19-06-050	Retirement of Ms. Quynh P. Au
19-06-051	Retirement of Ms. Janice K. Burke
18-10-095	Retirement of Ms. Valerie M. Edgar
18-10-096	Retirement of Ms. Gale A. Erskine
18-10-097	Retirement of Mr. David V. Fellers
18-10-098	Retirement of Mr. Bruce R. Gnushke
18-10-099	Retirement of Mr. Peter J. Hanley
19-06-052	Retirement of Mr. Charles D. Harshman
19-06-053	Retirement of Ms. Joann H. Harshman
18-10-100	Retirement of Ms. Maura M. Hillburn
19-06-054	Retirement of Professor Brian V. Jones
19-02-008	Posthumous Retirement Recognition of Mr. Douglas Kitchener
18-10-101	Retirement of Ms. Martha J. Krieger
19-06-055	Retirement of Professor Pauline H. Laster
19-06-056	Retirement of Ms. Jacqueline L. Lynch
19-06-057	Retirement of Dr. Robert C. Lynch
18-10-102	Retirement of Mr. David Mingo
18-10-103	Retirement of Mr. Hao Nguyen-Gia
18-10-104	Retirement of Ms. Nancy L. Nitz
19-06-058	Retirement of Ms. Anna Perez
19-02-009	Retirement of Ms. Debra A. Ritenour
18-10-105	Retirement of Ms. Helena Seward

## PERSONNEL RESOLUTIONS

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18-10-106	Retirement of Ms. Ellen H. Sloan
19-06-059	Retirement of Professor Abby A. Spero
18-10-107	Retirement Recognition and Award of Emeritus Status to Professor Peter B. Stein
18-10-108	Retirement Recognition and Award of Emerita Status to Professor Sylvia R. Stevens
19-02-010	Retirement of Professor Martin K. Stone
19-06-060	Retirement of Mr. Jude T. Tamasang
18-10-109	Retirement Recognition and Award of Emerita Status to Dr. Amanda A. Truett
18-10-110	Retirement of Mr. Todd M. Umberger
19-06-061	Retirement of Ms. Bonnie C. Vanatta
19-02-011	Retirement of Mr. Richard C. Vanatta
18-10-111	Retirement of Ms. Donna M. Wilson
18-10-112	Retirement of Ms. Shwuing Wu
19-06-062	Retirement of Ms. Janet E. Wyse
19-06-063	Retirement of Professor Celia A. Young
19-02-013	Retirement of Dr. Qingmin Zhou
19-06-070	Award of Silver Medallion to Professor Sabrina T. Beroz
19-06-064	Award of Bronze Medallion to Professor Eileen M. Cotter
19-02-014	Award of Bronze Medallion to Professor Ada Garcia-Casellas
19-06-065	Award of Bronze Medallion to Professor Judith W. Gaines
19-02-020	Award of Silver Medallion to Professor Robert L. Giron
19-06-066	Award of Bronze Medallion to Professor James E. Hall
19-06-067	Award of Bronze Medallion to Professor Joan K. Hawkins
18-10-113	Award of Bronze Medallion to Ms. Juliet A. Martorana
19-02-021	Award of Silver Medallion to Ms. Katherine J. Michaelian
18-10-114	Award of Bronze Medallion to Professor Jacqueline B. Middleton
18-10-115	Award of Bronze Medallion to Dr. Gail Minor-Smith
19-02-015	Award of Bronze Medallion to Professor Florence Ann Sallie
19-02-016	Award of Bronze Medallion to Dr. Jack E. Sallie
18-10-116	Award of Bronze Medallion to Professor Janet Saros
19-06-068	Award of Bronze Medallion to Professor Efstathia A. Siegel
19-02-017	Award of Bronze Medallion to Professor Karen M. Thomas
19-02-018	Award of Bronze Medallion to Dr. Charlotte H. Twombly
19-06-069	Award of Bronze Medallion to Ms. Tomiesenia S. Wiles
19-02-019	Award of Bronze Medallion to Dr. Catherine S. Wilson
19-02-022	Award of Silver Medallion to Dr. Janet E. Wormack
19-06-047	Nomination to the Montgomery County Consolidated Retiree Health Benefits Trust Board

## POLICY RESOLUTIONS

18-11-126	Modification of Policy 31001–Sexual Misconduct
18-11-127	Modification of Policy 45001–Tuition, Fees, and Refunds
18-12-130	Retirement of Policy 31103–Confidentiality, Employee Use, Release, and Disclosure of Information
18-12-131	Modification of Policy 39002–Volunteers
19-04-032	Modification of Policy 34003–Discharge of Administrative, Associate, and Support Staff
19-04-033	Modification of Policy 34101–Personnel Grievance Process for Associate and Support Staff
19-04-034	Modification of Policy 77001–College Safety and Security
19-05-040	Modification of Policy 77002–Prohibition of Weapons on Campus
19-06-087	Adoption of Policy 45005–Student Concerns About Athletic Programs and Activities
19-06-088	Modification of Policy 31001–Sexual Misconduct
19-06-089	Modification of Policy 32500–College Telework Policy for Administrative, Associate, and Support Staff
19-06-090	Modification of Policy 35001–Compensation Programs
19-06-091	Modification of Policy 39003–Protection Against Retaliation
19-06-092	Modification of Policy 61008–Reporting Suspected Acts of Wrongdoing



The Pride+Club hosted its first inaugural Pride+Prom event in April on the Rockville Campus. More than 30 students attended. Nora Aiko Lien Suliman, club vice president said, “Pride+Prom was created to provide an inclusive environment for the LGBTQ+ community to experience a prom-like setting.”

## REPORT RESOLUTIONS

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- 18-09-089 Acceptance of the 2018 Performance Accountability Report
- 19-06-095 Annual Progress Report on Programs of the Cultural Diversity Plan
- 19-06-096 FY19 College Annual Report
- 19-06-097 Adoption of the Montgomery College 2025 Strategic Plan

## SPECIAL HONOR RESOLUTIONS

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- 18-11-125 National and State of Maryland Designated Awareness Months for 2019
- 18-12-132 Naming the Institute for Race, Justice, and Civic Engagement
- 18-12-133 Naming the Laboratory Suite for the Radiologic Technology Program in the Health Sciences Center Building, Takoma Park/Silver Spring Campus, in Honor of Dean Angela “Angie” Pickwick
- 18-12-134 Naming of Room 206 in the Campus Center Building, Rockville Campus, in Honor of Professor Janet Saros
- 19-02-007 Re-Naming of the Hillman Entrepreneurs Program to the Southern Management Leadership Program
- 19-03-026 Honorary Degree Candidates



The Office of Student Life recruited 23 student leaders for a retreat at Adventure Park in Sandy Spring, MD, in April, which involved a challenging ropes course, problem solving, and teamwork.



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In May, the College honored high-achieving students of all ethnicities at the annual Dr. Harry Harden Jr. Student Academic Excellence Awards, an event that ushers in commencement season and takes place at Rockville Campus Athletic Field inside the commencement tent. Qualifying students must earn a 3.5 GPA for two consecutive semesters with 24 credits.