

MONTGOMERY COLLEGE

Annual Report 2018



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ABOUT THE COVER

Moussa Haddad, a 17-year-old student from Silver Spring, lines up before commencement. Haddad received his associate's degree shortly before graduating from high school in June. Through the innovative Middle College program, a partnership of the College and Montgomery County Public Schools, seven students from Northwood and Northwest High Schools received associate's degrees in May—one will complete her degree requirements in August. Haddad, who will transfer to a limited-enrollment program in biology at University of Maryland this fall, served as a learning assistant for a Principles of Chemistry class at the Takoma Park/Silver Spring Campus.

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THE YEAR IN REVIEW

Introduction

This year at Montgomery College was extraordinary in many ways. The College was measured and tested by accreditors. It was challenged to support its students in new ways. And it was charged with planning intentionally and thoroughly for the next chapter of the institution beyond 2020. While these challenges demanded some remarkable levels of energy and investment, they also inspired the College to new heights. This report documents some of the major events and issues of the year and their impacts on the College.

The Middle States self-study process provided a unique opportunity to analyze the College's strengths, challenges, and opportunities in the context of the accreditation body's seven standards. During the two-year-long process, the College intentionally gathered institutional data and sought insights from all facets of the community: students, faculty, staff, alumni, the Board of Trustees, the business community, and other local partners. With this data and feedback, the self-study helped the College to examine its mission, ethics, teaching practices, student support, assessment, planning and budgeting, and leadership and governance through objective lenses. After 82 listening sessions and briefings, several iterations

of the self-study were drafted, edited, and publicly vetted. The study revealed several meaningful patterns in the institution. One powerful element, which was highlighted by the Middle States evaluation team itself, was the extent to which social justice drives the work and attitudes of the College. The team lauded the College's quest to ensure that social justice and innovation inform all activities at the institution. This lens on the College's vision creates clarity and purpose for the work of the institution. When viewed in conjunction with an emphasis on radical inclusion—supporting racial diversity, first-generation college students, refugees and immigrants, inmate-learners, and students as parents—the College nurtures practices that advance social justice. This connection found deep resonance in faculty and staff who work so tirelessly to promote inclusive practices in the community.

In addition to the expansive self-study, visits in the fall and spring by members of the Middle States Commission on Higher Education evaluation team were very productive. In total, members spent four days at the College, visiting individuals on all three campuses. Meetings with College leadership, the self-study steering committee, students, faculty, and staff provided the College the chance to showcase its strengths and dialogue



The Montgomery College Student Health and Wellness Center for Success partnered with the Capital Area Food Bank to establish Mobile Markets at all three College campuses. The Mobile Markets provided fresh fruits, vegetables, and other foods to MC students and the community at no cost.

in detail about areas in which the institution can grow. In the evaluation team chair's oral report regarding the team's evaluation visit in March, she lauded many strengths of the College. Improving assessment capacity and quality was the one area in which the College was shown to have room for important improvement. In the end, the Middle States Commission formally approved the College's re-accreditation in June, with high praise for the self-study.

Equity and Inclusion

This year the College accomplished some substantial work toward addressing equity and inclusion at the institution. Creating opportunities for historically underserved populations

of students and employees will promote increased academic and professional success. Closing the gaps in achievement and career advancement depends on the College's ability to recognize the practices that create such gaps, and put in place policies that mitigate them. Creating environments that honor differences—be they intellectual, social, cultural, sexual, racial, or geographic—is the essence of this work. Several steps this year moved these efforts along, including the hiring of a chief equity and inclusion officer, who is based in the president's office, and the establishment of a President's Advisory Committee on Equity and Inclusion, which has been assembled with a wide cross-section of employees. Through

several channels, the College analyzed its equity and inclusion, discussed this broadly, and is formulating actionable steps to address issues that have surfaced. This work will continue in the coming year, with the addition of recommendations from eight targeted subcommittees of the advisory committee and the development of a master plan for equity and inclusion at the College. Working to create a culture of civility that is also tied to equitable outcomes is fundamental to this work. The College's efforts in this arena were recognized on a national stage when MC was awarded the North East Region's Equity Award by the Association of Community College Trustees, an honor that celebrated the diligent work on the ACES program.

Social Justice

The theme of social justice emerged vividly from the College's Middle States self-study, but was also embodied by the work of students and faculty in the real world this year in response to issues of immigration, violence, and poverty. Students participated in the March for Our Lives event around ending gun violence and met with legislators. When students with Deferred Action for Childhood Arrivals (DACA) were first threatened by the cancellation of the program

in fall 2017, several undocumented MC students and their classmates emerged as activists, organizing informational legal forums on each campus and marching on the US Capitol. President DeRionne Pollard also hosted a panel discussion on the topic that included faculty, DACA students, and several external participants in law, migration data, and social services. On top of this activism was a growing concern this year about student poverty, with multiple initiatives starting up or gathering steam. The

Mobile Markets program completed its first full year, distributing 125,000 pounds of food to over 3,300 people. Sixty-three percent of recipients were students, 29 percent were faculty or staff, and eight percent were community members. The markets gave out the food over a series of 24 visits to all three campuses from November 2017 to May 2018. A partnership between Montgomery College and the Capital Area Food Bank, this program helped to reduce food insecurity at the College.



MC students who are DACA recipients or supporters, along with alumni, joined about 900 people at the National Mall in Washington, DC, on March 5, 2018, the day the Deferred Action for Childhood (DACA) program was set to end.

Since book costs can be prohibitively expensive, the College's efforts in the area of open educational resources benefitted 12,000 students this fiscal year by liberating them from book costs. At an average of \$1,500 a year for a full-time student, this cost alone can be a barrier to completion. The free shuttle bus that runs among three campuses served more than 15,000 students this year, saving them significant transportation costs. Finally, loaner laptop and tablet programs served more than 7,000 students who do not have their own portable computers. Watching students, faculty, and staff stand up for their fellows—DACA recipients, Dreamers, those affected by gun violence or acute financial need—is an admirable outgrowth of the College's investment in its essential mission.

Partners in Social Justice

The College's social justice orientation was reflected in the speakers for the Presidential Dialogue Series. Robert Green, the director of the county's Department of Correction and Rehabilitation, spoke on higher education, incarceration, and opportunity. Over the last two years, the College has served 2,484 inmate learners, since taking over the educational program at the county's correctional facility in 2016, offering GED, ESOL, food safety, and digital literacy, among other classes. Director Green clarified the profound value of these services in helping inmates to avoid recidivism. Trinity University President Pat McGuire spoke movingly

about her institution's efforts to provide financial aid to all its students, and Honest Tea founder Seth Goldman promoted ethical business practices. National radio host Joshua Johnson provided a glimpse at the inner workings of his civility-based program, 1A, while Retired General Colin Powell instructed students to keep focused on achievement as they tread the educational pathway he once took.

Master Planning

An exceptional amount of energy this year was spent on meticulous planning for the future of the College. As MC approaches the end of the Montgomery College 2020 strategic plan, it spent time this year putting in place the personnel, structures, and collaborative processes that are necessary to begin the strategic planning processes for the next phase during fall 2018. Planning in every area of the College was put under careful scrutiny, with attention to metrics, goals, and existing assessment mechanisms. Collegewide, an awareness of the importance of "planning to plan" was cultivated through the creation of an integrated institutional planning group, which is producing a guide to integrated planning, as well as a calendar of planning processes already in place across the institution. This new model systematically integrates the multiple, robust planning processes already happening but with increased attention to points of intersection: common dates, required reports, budgeting cycles, data production cycles, and assessments, among others. At the center of this activity are, of course,

the goals of the Academic Master Plan and Student Affairs Master Plan. Within the planning architecture in place, the master plans of other key divisions of the College are positioned to support these shared goals.

Student Enrollment and Completion

In the fall 2017 semester, there were 22,875 students enrolled in credit courses, with 15 percent of them taking classes at more than one campus. An additional 11,171 students enrolled in Workforce Development & Continuing Education noncredit courses in that semester.

Credit Students

Students enrolled at the College continue to represent the diversity of Montgomery County: Asian students made up 11.5 percent of the student body; African American 27.4 percent; Hispanic 24.6 percent; multi-race 3.0 percent; Native American 0.5 percent; and White 22.8 percent.

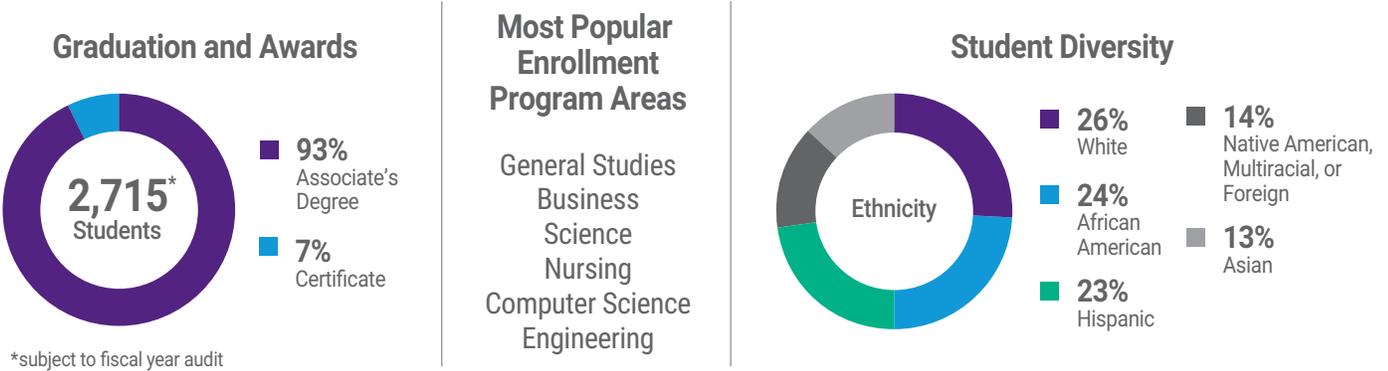
The average age of the credit student was 24.8, and 53.4 percent of students were female. Thirty-five percent of students were enrolled full time, while 64.8 percent enrolled part time. The largest portion of students lived in Montgomery County, 89 percent, with a small percentage coming from other Maryland counties (5.2 percent), and just slightly more coming from out of state (5.8 percent). In FY17, 4,589 students with 12 credits or more transferred to four-year institutions.

Web-based instruction continued to grow with 5,820 students taking a web-

based class in the fall of 2017. Part-time students continued to be the largest group in online classes in fall 2017 (65 percent), while full-time students made up 35 percent.

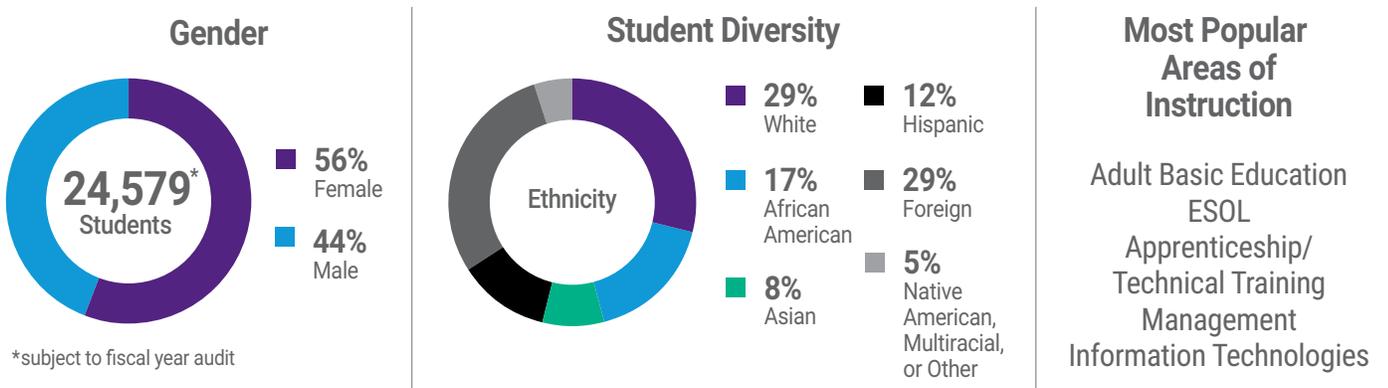
There were 17,259 financial aid recipients—8,597 of them received Pell grants—in FY17, and the remainder qualified for aid such as federal Supplemental Educational Opportunity Grants, institutional grants, and guaranteed access grants, among other sources. In fall 2017, general studies and business remained in first and second place among programs with the largest enrollments at the College, followed by engineering and arts and sciences.

MC GRADUATES (2017–2018 ACADEMIC YEAR)



During the 2017–2018 academic year, 2,715 students qualified for degrees and certificates. The largest portion of the graduates, 93 percent, earned associate’s degrees, while seven percent were awarded certificates. The most popular programs of study among the grads were general studies, business, science, nursing, computer science, and engineering. The average age of graduates was 27. MC graduates continue to be rich in diversity with more than half of them female (55 percent), and an estimated 70 percent nonwhite—13 percent Asian, 24 percent African American, 23 percent Hispanic, 26 percent White, and the remainder comprised of Native American, multiracial, or foreign-born students. Among foreign-born students, the most common places of origin were Ethiopia, Cameroon, El Salvador, China, and Vietnam. A little over half of the graduates came from Montgomery County Public Schools, and about 29 percent took at least one course through Workforce Development & Continuing Education while at the College.

WDCE STUDENTS (2017–2018 ACADEMIC YEAR)





Awa Cheraghali (right), a student who works in the Office of Student Affairs, shows her loaner laptop to Rose Denegal, executive associate to the vice president of facilities and security. Each semester, approximately 20 ATPA students take advantage of the ATPA Laptop Loaner program, sponsored by the bookstore and also made possible by a partnership with the Office of Information Technology. Students frequently express how critical this resource is to their academic success.

Noncredit Students

During the 2017–2018 academic year, 24,579 students took classes through MC’s Workforce Development & Continuing Education (WDCE). The majority were female (56 percent), and the average age was 39. Diversity in WDCE programs is significant with Asians making up 8 percent of students, African Americans at 17 percent, Hispanics at 12 percent, and Whites at 29 percent. In addition, 29 percent are categorized as foreign for federal reporting—most are resident aliens, while 42 percent indicated they are not citizens. The most popular areas of instruction were Adult Basic Education and ESOL, followed by apprenticeship/technical training programs, then management and information technologies.

Academic Highlights

Some of the most significant work of academic affairs this year was implementing the first full year of the College’s Academic Master Plan (AMP). The plan’s goals are to increase retention, graduation, and transfer rates, and to lower DFW rates by providing additional support to students. This year progress on all seven AMP initiatives was made, but several components stood out. The Achieving the Promise Academy’s coaches provided one-to-one coaching to 123 students in the fall and 259 students in the spring. Embedded coaches served students in 186 sections in the 2017–2018 academic year, including tutoring and support available to over 4,000 students. The

scheduling and delivery committee recommended the purchase of Ad Astra, a software package that will use the College’s past enrollments and data on room usage to help schedule courses, exams, events, and other proceedings more efficiently. The DFW rate among the top 20 most highly enrolled programs in fall 2017, was brought down by 0.6 percent over the previous year, and 0.9 percent over two years ago. Program advising guides were also developed for the top 16 programs. All of these outcomes are the results of careful planning and strategic vision around academic achievement.

In the area of alternative placement, the first redesigned Integrated English, Reading, and Writing (IERW)

courses were offered in fall 2017, reducing developmental English students' requirements from four to two courses. Additionally, the alternative placement program for English and math courses propelled students who might otherwise have tested into developmental sections into credit classes based on their transcripts. Also advancing has been the College's ability to accept credits from other institutions in order to propel students more quickly to their goals. Work to improve the clarity of information about requirements for such credit and efficiency in awarding such credits progressed this year with several best practices identified and recommendations made about new processes for proficiency credit. The transition of this process from enrollment management to academic affairs has provided an opportunity for integrated processes to be evaluated. Finally, several new partnerships were developed with international organizations, including a memorandum of understanding signed with Hanbat National University, Daejeon Metropolitan Office of Education, and Xi'an University to facilitate the exchange of students and faculty with these institutions in South Korea and China.

The Early College program was launched this year with 300 students and parents attending a March information session on the Rockville Campus. Qualifying students will attend MC full time beginning in fall 2018 during their 11th and 12th grade years of high school. Their coursework at the College will also complete their high school requirements. Students will

take classes on the Rockville Campus, which plans to serve 30 students during the first year, then 55 students in the fall of 2019.

The College's Achieving the Promise Academy (ATPA) continued to grow this year, nearly doubling to 259 students active in one-to-one coaching in the spring. The outcomes look promising with the grade point averages of ATPA students who enrolled for just one semester of one-to-one coaching rising by 28 percent.

Several new academic programs were launched this year: the College now has a translational life sciences technology degree developed in partnership with University of Maryland, Baltimore County. The first bioinformatics degree in the state of Maryland was approved, and new certificates in data science and cloud computing were created. These programs are just the kind of growth that shows the College's responsiveness to calls for specific skills in the workforce.

Awards

A number of MC students were named for prestigious national awards in FY18. There were six Phi Theta Kappa awards, two national geography scholarships from the American Association of Geographers, and a critical language scholarship from the US State Department to study Korean. On top of that, MC student Caroline Azadze was awarded a very competitive Jack Kent Cooke Undergraduate Transfer Scholarship. There were eight Jack Kent Cooke semifinalists from MC this year, the

largest of any college in Maryland. Azadze was the only awardee from the entire state of Maryland and one among 47 scholars chosen nationwide.

One of the Phi Theta Kappa winners, Nirav Mehta, was also named to the honor society's All-USA Academic Team, a prestigious academic honor for students attending associate-degree granting institutions. Mehta was one of 20 students selected nationwide to receive this honor. He scored the highest in the state of Maryland earning the title of New Century Scholar.

Several groups of students won awards as well this year. The MC construction management team placed fourth overall in the Associated Builders and Contractors (ABC) National Construction Management Competition in Los Angeles. Five MC students participated, spending four days in Los Angeles for the competition. The team placed first in the category of safety—that is, management of safety standards and protocols essential to a large construction project—and third in the category of construction estimating, which involves transforming an elaborate design into a reasonable cost prediction. The team was the only community college to participate in the competition. The MC Swarmathon team also competed for the first time in the physical competition at Kennedy Space Center, following its historic win in the virtual phase of the competition last year.

The ACES program continued to thrive in FY18, with an 82 percent fall-to-fall retention rate. Currently, there are more than 1,500 students being served at 13 high schools in the



Caroline Azadze (middle) accepts her Jack Kent Cooke Undergraduate Transfer Scholarship from Honors Coordinator Dr. Lucy Laufé (left) and Dr. Pollard (right). Azadze, who grew up in a small town in Ghana, graduated from MC with a degree in computer engineering.

Montgomery County Public Schools system, with close to 800 students being served at MC and more than 40 students enrolled in programs at the Universities at Shady Grove. Among the students currently being served, approximately 70 percent of them are first-generation college students, 89 percent fall within an underrepresented category, and 62 percent are considered low income. As of summer 2017, 99 ACES students have graduated from Montgomery College. Forty-two students have transferred to four-year institutions. Ten students graduated from programs at the Universities at Shady Grove with baccalaureate degrees in May of 2018. Next year ACES is

poised to open in a fourteenth school, Magruder High School. This will add 120 ACES students from the 11th and 12th grades to the program.

Some remarkable donors stepped up to support ACES this year. Debbie and Cliff White made a generous gift to support 20 ACES students, adding to their present support of another 20 ACES students. Their matching gift challenge also inspired six other donors to step forward and support 20 more students. When combined with the \$250,000 from Dr. Pollard's 2017 Carnegie Academic Leadership Award being given to ACES, the College is investing in some of its neediest and most promising students.

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 third year, these awards are highly competitive and come with \$5,000 to each winner.

Ar Kar Kyaw Win was honored as the Staff Member of the Year for his extraordinary work at the College since 2008. Kyaw Win is described as an "outstanding employee with exceptional customer service," who has earned a reputation for being "selfless, hardworking, and student-centered."



His nine letters of support all referenced his consistently positive attitude, patience, and helpfulness. He is described as a problem-solver, always taking initiative to improve efficiencies and effectiveness, while inspiring his colleagues and student-interns alike. Another said, "In my 10 years of working at Montgomery College, I have not witnessed an employee with a more proactive, accountable, and problem-solving approach to doing their jobs on a daily basis." The resounding theme among his colleagues was that Kyaw Win is a model of civility and an exemplary team player. Kyaw Win has also earned an associate's degree, then a bachelor's degree, and is now working on a master's—all while at Montgomery College.

The Part-Time Faculty Member of the Year Award was given to Dr. Kam Yee, who has been teaching at Montgomery College since 2003, when he began in the Department of Engineering, Physical and Computer Science. Dr. Yee has been a popular, highly effective instructor at the College for these 15 years. Not only is he described as an "amazing instructor"

by many students, but he is praised for bringing his disciplines to life with vivid, enthusiastic lectures, and in-class demonstrations of real working circuits and other electrical equipment. His attention to different learning styles is also lauded widely. One struggling student wrote that he had dropped out of engineering at another institution



and concluded that he had no talent in the area. "It was Dr. Yee's flexibility that opened the door for me to find the best learning style for me... to become the best engineering student I could be. From that point forward my academic experience was transformed." Dr. Yee has been equally inspiring outside the classroom, where he tutors students in engineering, physics, and math. Over the years he has generously donated his own time and efforts to guide students in the Maryland Science Bowl, and to help them prepare for the Beacon Honors Conference.

Deborah Grubb, assistant professor of criminal justice, is the Full-Time Faculty Member of the Year. She is a faculty leader, an innovator, and a committed instructor, who is highly respected by her colleagues and



students. Professor Grubb was instrumental in the creation of an online AAS degree, which allows students more flexibility in class time and location, and the creation of the Z-degree in criminal justice, which makes it more affordable ("Z" meaning zero costs for textbooks). These efforts directly serve critical student needs of time and funding. Professor Grubb embraces anything that will improve student success: she worked tirelessly as the criminal justice coordinator shortly after arriving at the College and was engaged deeply with the general studies redesign and efforts to ensure the transferability of Montgomery College credits to other academic institutions. Her passion for teaching is described in glowing terms by her students, her colleagues, and the chair of her department. Professor Grubb's service as the president of the Law, Government, Public Safety and Administration Program Advisory Committee has helped to align her discipline more closely with industry needs and with transfer institutions. Being a PhD student herself also keeps her close to her students. As her multiple reviews captured, Professor Grubb is a model for faculty excellence at the College.



Montgomery College sophomore Collin Turner of Poolesville won the 2017–18 Spalding® NJCAA Division III Men’s Basketball Player of the Year. Turner ranked second in the nation averaging 28 points per game. He scored 30 or more points on 18 occasions, including three games of more than 40 points.

Grants

In Fiscal Year 2018, the College was awarded nearly \$4.73 million in new, publicly-funded grants. A \$100,000 National Endowment for the Humanities (NEH) Humanities Initiatives at Community Colleges grant serves the College’s “Many Voices, One College” faculty development project; more than \$230,000 was awarded by the Maryland Higher Education Commission (MHEC) through two grant initiatives: Nurse Support Program II and Health Personnel Shortage Incentive Grant (HPSIG). For the fifth time, the College was awarded a \$250,000 US Citizenship and Immigration Services grant to provide citizenship preparation

classes, assimilation activities, and naturalization legal services to more than 400 lawful permanent residents. Finally, a \$105,000 Employment Advancement Right Now (EARN) Maryland grant was awarded for continued support of the College’s BIOTrain initiative, which is a sector partnership of biotechnology companies, government, nonprofits, and higher education.

Achieving the Dream

In the College’s second full year participating in Achieving the Dream (ATD), it has continued to minimize institutional barriers to student success and maximize opportunities for completion. Comprehensive scheduling for student success was

one of the priorities this year and the College reduced “parts of term” and standardized the start times for courses, which has helped to meet the seat utilization goal of 85 percent. In addition, the College has purchased a schedule building software, Ad Astra, which will be used to build schedules beginning in spring 2019. An additional priority was comprehensive advising to support students’ transition from onboarding to goal completion. Program advising guides have been created for the College’s largest programs and lead program advisors have been identified. Academic program advising has also been embedded in program curricula, with specific benchmarks for success and interventions for each program when

benchmarks are not met by students. The College's student success efforts were highlighted at DREAM 2018, the annual ATD conference, where MC's efforts to use open educational resources, adaptive learning, and developmental pathways to improve student learning were all explored in a presentation.

Workforce Development & Continuing Education

Noncredit programs continue to expand to meet the needs of community members, businesses, and local governmental agencies. The programs offered by Workforce Development & Continuing Education (WDCE) in FY18 reflect a fourth year of two percent annual increases over the prior year.

The three modes of WDCE program offerings continue to provide flexibility in delivery formats, locations, and funding mechanisms. During FY18, open enrollment courses provided approximately 51 percent of total enrollments; contract training provided 21 percent; and grant funded programming represented 28 percent. The total full-time equivalent (FTE) service level in noncredit programming exceeded 4,200 during FY18. These noncredit service levels alone exceed the total credit plus noncredit student FTE of six of the 16 Maryland community colleges.

Eight official visitors from the US Department of Labor (DOL) visited to observe how the College is utilizing its generous funding from three

primary grants—Trade Adjustment Assistance Community College and Career Training (TAACCCT), TechHire, and America's Promise. The group visited the Cybersecurity Lab at Germantown, an America's Promise class at the Gaithersburg Training Center, and a TechHire class at the Gudelsky Institute for Technical Education, interacting with students and instructors. The director of the DOL's division of strategic investments, employment, and training administration and her accompanying staff reported that they were very impressed by the day that was organized for their interactions with students, faculty, staff, and administrators.

Athletics

The MC Raptors' 2017–2018 year was exciting and successful. Effective July 1, 2018, the Montgomery College athletic program became a Division I and II (team-specific) scholarship-offering program. The College will continue to compete in the National Junior College Athletic Association's (NJCAA) Maryland Junior College Athletic Conference (MDJUCO), but at a more competitive level. The College has been preparing for the transition by convening an Athletic Taskforce in spring 2018 to analyze the implications of the change, including the use of student scholarships. The group is finalizing the plan in preparation of the 2018–2019 academic year.

The women's soccer team won the Region XX and District H championships and finished eighth in the NJCAA Division III National Championship Tournament. Men's soccer had a

16-6-1 record for the season and finished fourth in the highly competitive Maryland Junior College Conference. Youness Benmouna received NJCAA DIII Men's Soccer All-American First Team honors. Women's volleyball fell in the first round of the NJCAA Region XX DIII Tournament finishing 8-14, with four wins in MDJUCO.

Winter sports were dominated by the men's and women's basketball teams. Men's basketball won the NJCAA DIII Region XX title and the NJCAA District 7 championship. The team finished fifth at the national championship tournament led by Collin Turner, who was named MDJUCO Player of the Year. He also received NJCAA DIII Men's Basketball All-American First Team honors and was selected as the Spalding® Division III Player of the Year, a first for a Montgomery College student-athlete. Head Coach Keith Byrd was named 2018 District 7 Coach of the Year.

Women's basketball won the NJCAA Division III Region XX championship and the NJCAA District G championship. The team finished fifth at the national championship tournament. Armonie Lomax earned All-MDJUCO First Team honors and also received NJCAA DIII All-American First Team honors. Head Coach Tarlouh Gasque was named 2018 District G Coach of the Year. This is the first year in Montgomery College's history that both basketball teams have won their district, played in the national tournament, and had first team All-American players.

The Raptors baseball team finished second in the Region XX tournament



The College held a Mass Casualty Incident Exercise conducted by the Maryland Region V Emergency Preparedness Coalition on the Rockville Campus in May. Dozens of local emergency response personnel (law enforcement, fire, rescue teams, EMS), observers, the College's public safety officers, and other College employees with emergency response duties participated in the event.

and fourth in the Maryland Junior College Athletic Conference this season. Four Raptors received post-season NJCAA DIII All-Region honors. Softball season ended at the end of the regular season with an 8–20 record, an improvement from the previous year. Both men's and women's track had successful meets at the NJCAA, with Binyam Tadesse running the men's 1,500-meter race in record time to earn tenth in the country.

Safety and Security

With security concerns at schools nationwide increasingly under review, MC held open sessions collegewide

and developed strategies for strengthening security and safety measures. The director of public safety and emergency management conducted 15 forums across the College to explore possible changes to the office and to solicit feedback, which was shared with the Board of Trustees. A survey was also made available collegewide for feedback on the potential changes. More than 200 students, faculty, and staff participated in the forums and 407 individuals responded to the survey. Respondents largely supported the expansion of duties filled by MC security officers.

On May 3, 2018, the College participated in the Maryland Region V Emergency Preparedness Coalition Full-Scale Exercise. Preceded by a table-top exercise leading up to the May event, the goals were to validate regional response plans related to medical surge, information sharing, resource management, patient tracking, and family reunification. Additional participants in the exercise included Maryland Region V Emergency Preparedness Coalition, 16 hospitals/healthcare facilities, MC emergency management officials, local law enforcement, two other community colleges, and several coalition partners.



The Germantown Campus Student Affairs and Science Center will house new space for astronomy, geology, engineering, landscape technology, physical science, physics, among others. The building also will house an expanded Math, Accounting, Physics, and Engineering Learning (MAPEL) Center, a small office suite for science faculty, lounge spaces, and two new elevators.

The College tested its emergency operations related to emergency response, emergency preparedness, and emergency communications. More than 100 volunteers from the College participated in the exercise in addition to 50 more from outside the College.

Facilities

Several major facilities projects moved forward this year. The Student Services Center on the Rockville Campus began construction with an anticipated opening date in spring 2020. The building will feature service offices to onboard students such as the Welcome Center, the Offices of

Disability Support, Enrollment Services, Veterans Services, Counseling, and spaces for Achieving Collegiate Excellence and Success (ACES) and other special programs.

The design of the math and science building at the Takoma Park/Silver Spring Campus has begun with the architectural team conducting interviews with STEM faculty and staff to verify the state-approved educational specifications. The design charrette has begun, working to include input from the Takoma Park and Silver Spring communities. The Board approved an action to name the planned building after the retiring

county executive and his wife: the Catherine and Isiah Leggett Math and Science Building.

The Student Affairs and Science Center on the Germantown Campus is under 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, including astronomy, engineering, geology, landscape technology, physics, and physical science.

The Mannakee Building has undergone significant renovation

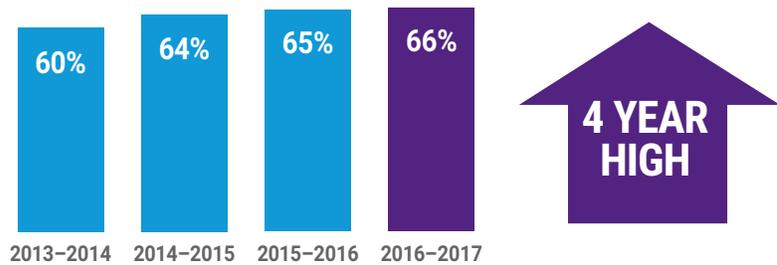
to accommodate its new residents. The first floor of the building has been transformed into the Center for Training Excellence (CTE), which opened in summer 2018. The new CTE brings the College and the county into shared space with professional development and training courses to be offered to county agency partners such as Montgomery County Public Schools as well as to College employees. There are now 11 general-purpose classrooms for CTE activities with fully-loaded smart instructor work stations, ceiling-mounted projectors, and automatic projection screens. Offices on the upper floors represent nine different units representing student experiences such as athletics, international education, and scholarships, among others.

Student Success Score Card

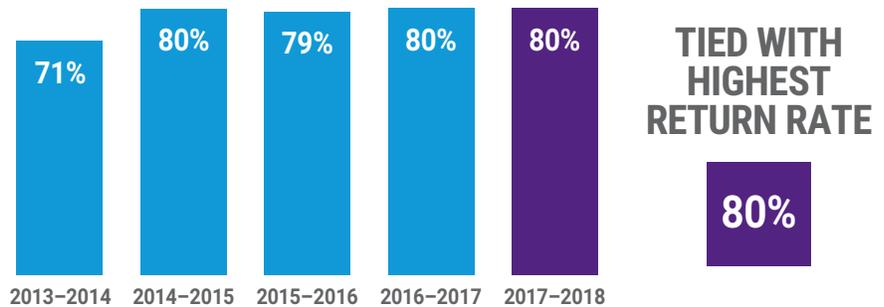
The Student Success Score Card was introduced four years ago as a tool for tracking trends in student achievement across the College. Several measures are showing positive trends: fall-to-fall retention was up to 66 percent, the highest since the College started taking these measures. Fall-to-spring retention was 80 percent, the same as last year. The College's three-year graduation and transfer rates for new, full-time, award-seeking students rose to the highest ever, 46 percent in FY17, as defined by the Integrated Postsecondary Education Data System (IPEDS). This jump is a rise of five percentage points over the previous measure, and is the largest increase in four years.

Student Success ↑ Score Card

FALL TO FALL RETENTION

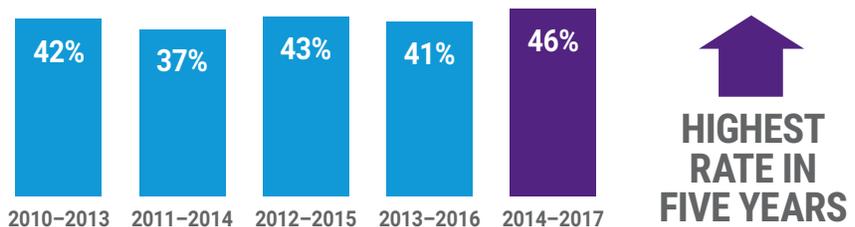


FALL TO SPRING RETENTION



GRADUATION/TRANSFER

INTEGRATED POSTSECONDARY EDUCATION DATA SYSTEM (IPEDS)



FINANCIAL REPORT

Revenue

Montgomery County continues to provide the largest component of the College’s funding—over 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 31 percent in FY18. Finally, state aid was 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.

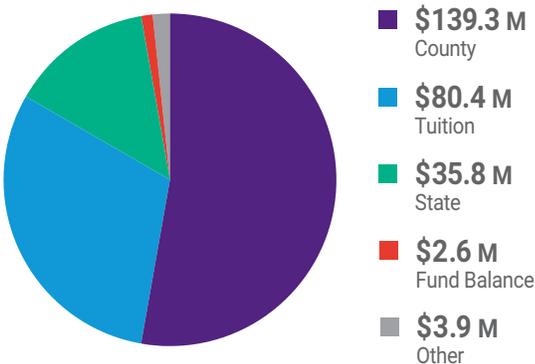
The county government has been forward-thinking about the College’s role in building a highly skilled workforce, but the College still has vulnerabilities. Despite the College’s strong partnership with Montgomery County, the county has financial stressors over which it has little control, and it is subject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

Expenses

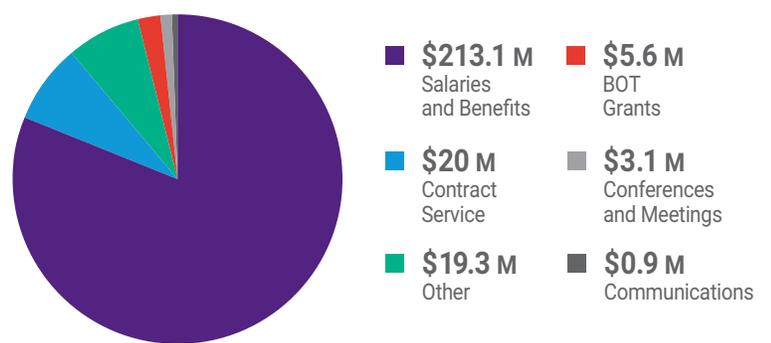
Eighty-one percent of College spending goes to salaries and benefits. It is by far the College’s largest expense, as is the case with colleges across the country. Contracted services spending is a distant second, followed by utilities, supplies, Board of Trustees grants, and other expenses.

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 is in the process of implementing 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.

WHERE DOES THE COLLEGE GET MONEY?



WHERE DOES THE COLLEGE SPEND MONEY?



COLLEGE'S SUPPORT ORGANIZATIONS

The College enjoys the support of three organizations and numerous volunteers and donors who help it achieve its mission. These are the Alumni Association, the Montgomery College Foundation, and the Pinkney Innovation Complex for Science and Technology at Montgomery College (PIC MC) Foundation. All three engaged in productive efforts in support of the College and its students this year.

Montgomery College Foundation

The Montgomery College Foundation has raised \$3.9 million in cash and pledges in FY18. The foundation provided over 1,800 scholarships, \$30,000 in book vouchers, and \$29,000 in emergency assistance funds to deserving MC students. The foundation recently surpassed the \$20 million mark in its campaign to raise \$30 million by June 2020, and its work continues to grow expansive opportunities for students.

PIC MC Foundation

PIC MC continues to move forward with preparation of the county's application for a RISE Zone designation, as an in-kind contribution. With the help of expert advice, PIC MC is asking the county to consider a program of five-year 75 percent

tax credits for the RISE Zone at the Germantown Campus. With the Redgate real estate firm selected to help the College identify a development partner, the foundation's real estate committee is taking steps toward the funding and construction of a new building in PIC MC.

PIC MC's link to student success includes strategically guiding students to future potential employment through companies locating on the campus. According to Holy Cross Health data, it hired 42 Montgomery College students in the first half of FY18 alone. Among those hired were nurses, surgical technicians, medical assistants, emergency technicians, phlebotomy technicians, radiological technicians, and patient registration representatives. The partnership between Montgomery College and Holy Cross Health continues to provide opportunities for students to further their education and secure jobs.

Alumni Association

The Alumni Association strengthened its connection with current students by hosting a snack table on each campus during the week of final exams. The association provided a strong presence in advocacy, attending county education budget forums, testifying before the county council,

encouraging budget support for the College, and promoting improvements for the three campus libraries. The association organized the "Dogfishing for Scholarships" event in May, which drew more than 800 people and raised nearly \$10,000, the largest amount yet for the annual event, now in its seventh year.

The association also hosted an alumni concert by Tony Salvatore '81 and Alyson Palmer '80 of the band BETTY, as well as two student-athlete reunions. The association's Alumni Awards and Hall of Fame Banquet in April highlighted Hughes Network Systems executive Jim Muir '75 and architect Paola Moya '05, both recipients of the Milton F. Clogg Outstanding Alumni Achievement Award. Also recognized was "Rising Star" Awardee Christian Barrera '08. The Athletic Hall of Fame inducted Melissa Weithman '08 (women's basketball) and Gene Thomas '89 (football and baseball).

Outreach

In an effort to serve an increasingly diverse local community, the College's website has been translated into five new languages, in addition to English and Spanish—Amharic, Chinese, French, Korean, and Vietnamese. These pages will help more students

gain access to information they need in their native languages. The College's web redesign was featured in *El Tiempo Latino*, which is the *Washington Post's* Spanish-language newspaper. The article described the College's community engagement efforts and its work to translate certain webpages into Spanish for community members to better convey the College's offerings and admissions process. The College also signed a

memorandum of understanding with the Ethiopian Community Center of Maryland in May to offer one-on-one advising, workshops, and enrollment support at the center. In a pilot run from July 2017 to January 2018, MC staff provided 900 consultations to visitors to the Ethiopian Community Center about MC programs and courses. The College's Office of Communications is also expanding its use of technology to engage and

retain students, conveying collegewide, campus-specific, and program-specific messages across more than 100 flat screens and monitors on all three campuses and in the Central Services Building. Improved analytics allow the College to better geo-target its advertising and messaging to high school students, and evaluate the impact of messaging by tracking online click rates.



Senior Vice President for Advancement and Community Engagement Dave Sears (sitting, right) congratulates Amde Meskel Amde (sitting, left), president of the Ethiopian Community Center. In May, the College signed a memorandum of understanding with the Ethiopian Community Center of Maryland, creating a “pop-up” Engagement Center at 8120 Fenton Street in Silver Spring.

BOARD OF TRUSTEES

Introduction

The Board of Trustees of Montgomery College is the institution's legal governing body and consists of community members who are appointed by the governor. The Board consists of 10 members, where one is a student. Nine members serve staggered six-year terms, and the student—who has full voting privileges—serves a one-year term. The Board derives its authority from Title 16 of the Education Article of the Annotated Code of the Public General Laws of Maryland, which provides the legal basis for the control and administration of Maryland's community colleges.

The Montgomery College Board conducts 10 public meetings annually, in accordance with the Maryland Open Meetings Act. Prior to five of its monthly meetings, the Board hosts College councils from the participatory governance system in "Constituent Conversations" to discuss and reflect on a topic of importance to the College. In addition, the Board holds an occasional Conference Session, which is a meeting held to gather information, but to make no decisions. The substance of the Constituent Conversations and Conference Sessions are reported here.

Constituent Conversations

This year the Board continued its Constituent Conversations with

governance councils, namely the Staff Council, Faculty Council, Student Council, Administrator Council, and College Council. The focus of the conversations was "Planning to Plan," and participants received three pre-reading materials on the topic. Participants, trustees, and administrators were randomly assorted in groups at tables for the discussion. The conversation prompts centered on three matters, though groups also discussed topics of interest to the governance council members:

- What role does a strategic plan play in College operations and how does it influence your role?
- What were the successes of the *Montgomery College 2020* strategic plan? Has anything envisioned in the plan not yet been accomplished?
- What are the most compelling issues facing the College as we prepare to develop the next strategic plan for 2020 to 2025, and how can you influence planning efforts?

As the *Montgomery College 2020* strategic plan approaches the end of its implementation, the development of the next strategic plan will take place from July 1, 2018 to July 1, 2019. The new plan will provide a basis for the FY21 budget, which will be developed in fall 2019.

Themes

Several salient themes emerged from the conversations. Many

participants see a strategic plan as offering an aspirational blueprint that provides a sense of direction for the organization. Many also emphasized the importance of setting benchmarks and aligning budget and resources with the aims of the plan. Participants also cautioned that a strategic plan should not be an "administrative document," but should be relevant to everyone in the College community on a daily basis.

Meaningful successes from *Montgomery College 2020* were shared across the constituent conversations. Many credited the strategic plan with providing a renewed focus on student success and making students feel welcome and safe. Specific programs were cited as well, including the Achieving Collegiate Excellence and Success program (ACES), affordability efforts such as development of open educational resources, and Z-courses (courses with zero textbook costs), as well as expanded community engagement.

Participants also reflected on matters envisioned in the current plan, but not achieved. Some noted the challenge to capture and quantify some of the outcomes. Feedback included the need for more attention to fiscal sustainability, helping international students who are not eligible for federal financial aid, and issues students face related to their academic prerequisites.

In looking ahead to the next plan, participants stressed that the planning

development process should be inclusive and that the plan itself should not be too “complex.” There was discussion about the importance of

- understanding the economic, political, and social changes facing students as well as the county and more broadly (e.g., Dreamers, local government term limits, Pell Grants);
- stressing fiscal sustainability;
- being mindful of increasing government accountability;
- focusing on student completion and transfer barriers (e.g., time, funding, access to facilities, peer support, etc.);
- addressing operational challenges, such as strengthening the “One College” concept in practice, uses of technology, and curriculum alignment;
- providing more job/internship opportunities for students on campus;
- involving students in more activities for connections to the College and each other (e.g., club hour, concerts, dances, etc.);
- balancing being reactive and proactive—the College needs to be both responsive and predictive; and
- improving communication across the College and among the campuses.

Conference Session

The Board held a Conference Session to review the College’s communications programs, which

are designed to build awareness and support of the College, its mission, and value propositions. They also inform audiences about student success efforts and related College programs. Driving engagement and support for College initiatives among key audiences is a primary goal. One of the mechanisms for this is by advancing the MC brand.

The College’s three primary message themes are educational excellence, social justice, and MC’s impact on the community. The College regards the entire community as the target audience for messages, with special emphasis on future students and their families, elected officials and taxpayers, community leaders and thought leaders, MC stakeholders, and others. The College utilizes a variety of strategies for reaching these audiences. Digital marketing efforts are able to create customized personas for each audience segment and then deliver messages based on the demographics and behavior of each segment. The MC Board of Trustees is an important part of the communication strategy because of their connections and activities in the community. The College is developing an outreach program that will support the trustees in delivering College messages to key audiences.

Perspectives on Future Opportunities and Challenges

Several developments this year—not all of them positive—opened the door for future opportunity. Supporting DACA students in creative ways should

they lose their protections would be a challenge that would require extensive local support. Helping them to access higher education with diminished resources and no pathway to eventual citizenship would require extensive partnerships, but the College has already established itself as a trusted advocate for these worthy students.

As county elections come into play in 2018, the College will need to present itself anew to a number of new elected officials. While this will take time and energy, it also gives MC a chance to showcase many of its best facets, some of them grown only in the last five years: impeccable planning, tireless student support, and innovative approaches to propelling achievement. The College’s breadth of stakeholders and increasing engagement with the community will help make the case. The College’s continuing commitment to accountability has created a valuable storehouse of metrics that demonstrate progress as well as connections to local businesses.

Of particular interest to the Board is the matter of fiscal sustainability. A fiduciary responsibility of any board is to look to its organization’s long-term future and do its best to ensure that the organization can thrive and continue to meet its mission. As the Board of Trustees looks to the future, it sees an ever-changing landscape at the state and county levels, from which, in total, the College receives two-thirds of its funding. Government revenues are not growing as they once did—in some cases they are even shrinking—and elected officials are under increasing pressures to



Dr. Pollard testified before the United States Senate’s Committee on Health, Education, Labor, and Pensions on February 6, 2018. She spoke about improving college affordability, noting that two-thirds of the 8,600 Pell Grant recipients at the College have an Expected Family Contribution of zero dollars and an average income of \$24,864.

provide services within these restricted parameters. Make no mistake that the Board is committed to strongly advocating for the College’s needs, and has done so with gusto and with great effectiveness. However, the Board also has a responsibility to assure that the College’s fiscal house is in order before it seeks additional funding.

To these ends, and because compensation accounts for 81 percent of the College’s budget, the Board asked President DeRionne Pollard to develop an employee compensation model tied with the market. This effort was completed during this year and the Board adopted the new model. No employee lost a job as a result of this new scale and no one’s pay was

reduced. Position salaries are now aligned with market values and will be re-evaluated every two years.

In addition, the College has been diligent in reviewing expenditures and strategically cutting costs while investing in efforts to increase student success—the heart of the institution’s mission. The Board will continue to focus on this essential aspect of the College while also maintaining its commitment that increases in tuition and fees must be minimal and not endanger access to the high quality education that faculty and staff provide.

While the national attitudes toward higher education may continue to be unpredictable—even hostile at

times—to the Montgomery College mission, the College has managed to stay the course this year even in the midst of such negativity. It has even taken advantage of such discourse to articulate its dissent. Student and faculty advocacy, presidential publications, US Senate testimony, and official Board statements have all strengthened the community sentiment that the College is a place that welcomes the underserved, defends the vulnerable, and provides opportunity in equal measure to all who seek it. If others see the identity of the College as clearly as MC faculty and staff have lived it this year, then the College will have taken great strides toward its ultimate goals.

BOARD RESOLUTIONS AND RECOGNITIONS

Among the Board's many responsibilities, the duty to provide and oversee the governance of the College is paramount. This most often takes the form of drafting, reviewing, debating, and enacting resolutions on a range of issues. In Fiscal Year 2018, the Montgomery College Board of Trustees approved 134 resolutions affecting the following areas as follows:

- 5 resolutions regarding academic matters
- 3 resolutions regarding Board matters
- 13 resolutions regarding budget matters
- 23 resolutions regarding awards of contract
- 3 resolutions regarding legal matters
- 63 resolutions regarding personnel matters—10 personnel reports, 26 retirements, 5 tributes
- 15 resolutions regarding policy matters—4 new policies, 10 modifications, 1 policy retirement
- 4 resolutions regarding reports
- 5 resolutions regarding special honors

All 134 resolutions are listed by category on the following pages. The list includes the resolution number and title. Resolution numbers contain three elements: (a) the last two digits of the calendar year (17 for 2017, 18 for 2018), (b) a two-digit number for the month in which the resolution was approved (01 for January, 02 for February, etc.), and (c) a three-digit number indicating the resolution sequence of the calendar year. For example, the first resolution passed at the January 2018 meeting would be 18-01-001.

ACADEMIC RESOLUTIONS

17-09-081	Graduates Receiving the Associate Degree and the Program Certificate in Summer 2017
17-12-124	Graduates Receiving the Associate Degree and Program Certificate in Fall 2017
18-04-025	Graduates Receiving the Associate Degrees and Program Certificates in Spring 2018
18-06-040	Deletion of the Fire Prevention Technology Associate of Applied Science Degree and the Fire Prevention Technology Certificate
18-06-078	Establishment of Student Success Goals for Montgomery College



Nearly 6,000 people—including more than 900 graduates—attended Montgomery College’s 71st annual commencement on May 18. Imam Yahya Hendi, chaplain and director for Muslim life at Georgetown University, delivered the commencement address.

BOARD MATTERS RESOLUTIONS

- 18-03-021 Nomination to the Montgomery County Consolidated Health Benefits Trust Board
- 18-03-023 Board of Trustees’ Schedule of Meetings for Fiscal Year 2019
- 18-06-084 Approval of the FY18 College Annual Report

BUDGET RESOLUTIONS

- 17-09-086 Operating Fund Functional Transfer for FY17
- 17-11-121 FY18 Capital Budget Transfer
- 17-11-122 Approval of the FY19 Capital Budget Request
- 17-12-126 Amendment to FY18 Salary Structure to a Market-based Framework
- 17-12-127 Designated Fund Balance-Operating Fund
- 17-12-129 Acceptance of the Montgomery College Audited Financial Statements for June 30, 2017, and 2016



The College hosted the 26th annual Beacon Conference on June 1 at the Germantown Campus. This honors conference provides a forum for student scholars throughout the mid-Atlantic region to showcase their exceptional academic work to their peers, faculty, and college communities.

- 18-01-007 Adoption of the FY19 Current, Enterprise, and Other Funds Budgets
- 18-04-033 Increase in Tuition Rates for Fiscal Year 2019
- 18-04-034 Increase in Major Facility Reserve Fund Fee
- 18-06-080 Final Adoption of the FY19 Current, Enterprise, and Other Funds Budgets
- 18-06-081 Final Adoption of the FY19 Capital Budget
- 18-06-082 Petitions for FY19 State Funding
- 18-06-083 Compensation in FY19

CONTRACT RESOLUTIONS

- 17-09-082 Amendment to Award of Contract, Continuation of Basic Life, AD&D, Supplemental Life, Spousal Life, and Dependent Life Coverage
- 17-09-083 Amendment to Award of Contract, Continuation of Long-Term Disability Coverage
- 17-09-084 Amendment to Award of Contract, Continuation of Employee Dental Benefit Coverage
- 17-09-085 Contract Change Order, Infrastructure, Data, Voice, TV/Cable Purchase, Installation, Maintenance and Services, Bid 513-027

- 17-11-116 Award of Lease Agreement for Workforce Development & Continuing Education, 12 South Summit Avenue, Gaithersburg, Maryland
- 17-12-125 Amendment to Award of Contract for the Continuation of Food and Vending Services, Bid 513-024
- 17-12-128 Course and Room Scheduling Software, Bid 918-004
- 18-01-005 Contract Change Order, Media Buying Service Provider, Bid 917-008
- 18-02-016 Sole Source Award of Contract, Interim Information Technology Leadership Services
- 18-02-017 Authorization of Execution of Sublease, 15400 Calhoun Place, Rockville, Maryland
- 18-02-018 Award of Contract, Architectural and Engineering Services for the Math and Science Building at the Takoma Park/Silver Spring Campus, Bid 618-003
- 18-03-020 Award of Contract, Clinical Simulation Medical Equipment, Bid 518-013
- 18-04-027 MCTV Suite Renovation and Macklin Tower HVAC Upgrades, Rockville Campus, Bid 618-007
- 18-04-028 Purchasing and Corporate Travel Card Services, Bid 518-011
- 18-05-036 Award of Contract, IT Infrastructure Cabling Materials and Services, Bid 518-008
- 18-05-037 Award of Contract, Task Order Structural Design, Engineering, and Related Services, Bid 618-005
- 18-06-041 Approval of Second Amendment to the Washington Suburban Sanitary Commission Lease Agreement for Telecommunications Sublease to the State of Maryland, Montgomery County, and Washington Metropolitan Area Transportation Authority
- 18-06-042 Approval of Annual Status Report of the Capital Improvement Projects and Technical Update to the 2013–2023 Facilities Master Plan for the Maryland Higher Education Commission
- 18-06-043 Contract Change Order, Workday Software Implementation and Change Management Services, Bid 916-011
- 18-06-074 Award of Contract, Ultrasound Equipment Lease, Bid 918-009
- 18-06-075 Award of Contract, Cooling Tower Replacement for the Central Services Building, Bid 618-009
- 18-06-076 Award of Contract, Information Technology Contracting Services, Bid 518-006
- 18-06-077 Award of Contract (Sole Source), Continuation of Banner Enterprise Resource Planning Software Maintenance and Related Support Services

LEGAL RESOLUTIONS

- 17-11-114 Nominations to the Montgomery County Consolidated Health Benefits Trust Board
- 17-11-115 Tree Conservation Easement and Declaration of Covenants and Forest and Tree Conservation Maintenance Agreement for the Rockville Campus
- 18-06-073 Authorization of Execution of Lease Agreement for Centralized Warehouse Space at 7602, 7604, and 7606 Standish Place, Rockville, Maryland

PERSONNEL RESOLUTIONS

17-09-080	Personnel Actions Confirmation
17-10-093	Personnel Actions Confirmation
17-11-112	Personnel Actions Confirmation
17-12-123	Personnel Actions Confirmation
18-01-001	Personnel Actions Confirmation
18-02-008	Personnel Actions Confirmation
18-03-019	Personnel Actions Confirmation
18-04-024	Personnel Actions Confirmation
18-05-035	Personnel Actions Confirmation
18-06-039	Personnel Actions Confirmation
17-09-087	Tribute to Dr. Jeanann Boyce
17-09-088	Tribute to Professor Vincent P. Clincy
17-09-089	Tribute to Ms. Sarah B. Fisher
17-09-090	Tribute to Mr. Lawrence Fonville
17-09-091	Tribute to Mr. Jose M. Hernandez
17-10-094	Retirement of Dr. Daiyyah A. Abdullah
17-10-095	Retirement of Ms. Barbara Belldina
17-10-096	Retirement of Ms. Annell P. Bond
17-10-097	Retirement of Mr. Edward T. Bouknight
17-10-098	Retirement of Professor Salvatore DiMaria
17-10-099	Retirement of Professor Pamela E. Gragg
17-10-100	Retirement of Professor Kevin A. Hluch
17-10-101	Retirement of Ms. Mai T. Le
17-10-102	Retirement of Professor Ellen W. Mansueto
17-10-103	Retirement of Professor Clifton McKnight
17-10-104	Retirement of Mr. David E. Phillips
17-10-105	Retirement of Dr. Padma Venkatachalam
18-02-009	Retirement of Ms. Karen R. Ambrose



Retired General Colin Powell, former US Secretary of State, spoke to students and staff at the Rockville Campus on January 30. Powell began his speech by lauding the work of community colleges, saying they do not get the credit they deserve for the contribution they make to tomorrow's leaders.

- 18-02-010 Retirement of Ms. Sherri F. Bokor
- 18-02-011 Retirement of Professor Charles M. Holland
- 18-02-012 Retirement of Ms. Linda Y. McMillan
- 18-02-013 Retirement of Ms. Viola Sellman
- 18-02-014 Retirement of Mr. Lloyd A. White
- 18-06-050 Retirement of Ms. Donna Amokomowo
- 18-06-051 Retirement of Ms. Donna D. Byron
- 18-06-052 Retirement of Mr. Anthony P. Chiriaco
- 18-06-053 Retirement and Award of Emeritus Status to Professor Roger J. Coleman
- 18-06-054 Retirement of Ms. Carmen D'Agostino
- 18-06-055 Retirement of Ms. Rima A. Denham
- 18-06-056 Retirement of Ms. Lisa R. Fanning

18-06-057	Retirement of Ms. Catherine Galasso-Schwartz
18-06-058	Retirement of Ms. Kimberly J. Kelly
18-06-059	Retirement of Mr. Zhongwei Liu
18-06-060	Retirement of Ms. Margaret S. McGreevey
18-06-061	Retirement of Mr. Ernest J. Mitchell
18-06-062	Retirement of Mr. Thu T. Phung
18-06-063	Retirement and Award of Emerita Status to Professor Ellen W. Terry
18-06-064	Retirement of Mr. Euriel J. White Jr.
17-10-106	Award of Bronze Medallion to Professor Patrick L. Devlin
17-10-107	Award of Bronze Medallion to Mr. Douglas M. Griffith
17-10-108	Award of Bronze Medallion to Dr. Carol L. Malmi
17-10-109	Award of Bronze Medallion to Ms. Jacquelyn L. Moffi
17-10-110	Award of Bronze Medallion to Professor Perry T. Schwartz
17-10-111	Award of Bronze Medallion to Professor Kathryn A. Woodhouse
18-02-015	Award of Bronze Medallion to Professor Randy A. Steiner
18-06-065	Award of Bronze Medallion to Ms. Connie Beasley
18-06-066	Award of Bronze Medallion to Dr. Paul A. Lux
18-06-067	Award of Bronze Medallion to Ms. Amina T. Rahman
18-06-068	Award of Bronze Medallion to Ms. Mary J. Staley
18-06-069	Award of Bronze Medallion to Ms. Dana Susan Sullivan
18-06-070	Award of Silver Medallion to Professor Laura D. Gardner
18-06-071	Award of Silver Medallion to Professor Anne D. Schleicher
18-06-072	Award of Bronze Medallion to Trustee Diyana Kahawita

POLICY RESOLUTIONS

17-11-117	Modification of Policy 31011–Prevention of Workplace Violence
17-11-118	Modification of Policy 32106–Employment of Individuals with Disabilities
17-11-119	Modification of Policy 52004–Advisory Committees for Career Curricula Areas
18-01-002	Adoption of Policy 31005–Medical Examinations and Fitness for Duty
18-01-003	Adoption of Policy 51005–Field Trips

- 18-01-004 Adoption of Policy 69001–Corporate Sponsorships
- 18-04-029 Modification of Policy 33001–Staff Classifications and Position Descriptions
- 18-04-030 Modification of Policy 33002–Staff Position Content Control and Management
- 18-04-031 Retirement of Policy 33003–Establishment of Positions
- 18-06-044 Adoption of Policy 39003–Protection Against Retaliation
- 18-06-045 Modification of Policy 34001–Changes in Employee Status
- 18-06-046 Modification of Policy 39001–College Ombuds
- 18-06-047 Modification of Policy 61008–Reporting Suspected Fiscal Irregularities or Fraud with Whistleblower Protections
- 18-06-048 Modification of Policy 63001–Procurement
- 18-06-049 Modification of Policy 77001–College Safety and Security

REPORT RESOLUTIONS

- 17-09-092 Acceptance of the Performance Accountability Report
- 17-11-120 Acceptance of the 2017 Verification of Compliance with Accreditation Relevant Federal Regulations Report to the Middle States Commission on Higher Education
- 18-01-006 Acceptance of the Self-Study for Submission to the Middle States Commission on Higher Education
- 18-06-079 Acceptance of the Annual Progress Report of Programs of the Cultural Diversity Plan

SPECIAL HONOR RESOLUTIONS

- 17-11-113 National and State of Maryland Designated Awareness Days and Months
- 18-03-022 Naming of the Math and Science Building at the Takoma Park/Silver Spring Campus
- 18-04-026 Honorary Degree Candidate for 2018
- 18-04-032 Naming of Geology Collection Room and Adjoining Classroom in the Science Center on the Rockville Campus
- 18-05-038 Posthumous Award of Transfer Certificate to Mr. James Davern



MONTGOMERY COLLEGE
MAKE YOUR MOVE

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