June 5, 2015

June Meeting Highlights—What to Expect and Why

Your next meeting occurs on Monday, June 15, 2015 (recall that this meeting was originally scheduled for June 22). This is your last meeting of the fiscal year. The following are major items and topics planned at this time.

Final Adoption of the FY16 Budgets. The budget requests you adopted earlier this year—the capital budget in December and operating budget in January—now must be approved for implementation now that state and county appropriation decisions are final.

Petition for State Funding. This action requests the final approval from the Board of Public Works for funding to renovate and expand the Science and Applied Studies Building on the Germantown Campus. The resolution requests the county council to petition MHEC to recommend $15,420,000 in funding to the BPW.

New Degree. A new AS degree in public health sciences has been developed and is presented for board approval.

Awards of Contracts. Three awards of contract through competitive bids are on the agenda for your approval: office supplies, exclusive pouring rights, and recruitment staff augmentation services.

FY16 Employee Compensation. This resolution recommends salary for non-bargaining administrative, associate, and support staff including general wage and salary adjustments and funds in support of recognition awards for all eligible employees. Salaries for bargaining unit employees were already approved under their contract agreements.

Modified Smoking Policy. The Restrictions on Tobacco, Smoking, and Sale of Tobacco Products policy has been modified to ban the use of e-cigarettes at the College. The policy conforms to county law passed earlier this year.

Student Success Policy. This new policy incorporates student success values into a Board statement on the critical importance of the institution's systemic embrace of the practices shown to help students complete their educational goals. The policy also articulates the Board of Trustees' commitment to student success as well as its compliance with the College and Career Readiness and College Completion Act of 2013.

Acceptance of Diversity Plan Progress Report. This report provides MHEC with the College's progress in implementing our Diversity Plan approved by the board in 2013. This annual report is due by September 1.

Proposals for Facilities Names. The board has authority to name campuses, facilities, buildings, rooms, and institutes. Special names are not proposed often. This month you will be presented with two naming proposals of rooms at the Takoma Park/Silver Spring Campus.

Board Perspectives. Your annual *Board Perspectives* statement is on the agenda for your adoption.

Elections. Officer elections for FY16 will be held at this meeting.

Data Focus of the Month

Montgomery College is a Major Montgomery County Employer

How many people work at MC? Of course, they <u>all</u> do, but counting an actual number is tricky. Not only are there several "types" of employees, including permanent and temporary employees as well as student workers, but there is also considerable fluctuation throughout a fiscal year—especially among part-time teaching faculty, who vary substantially by term. To provide for some consistency and comparability across years and institutions, the National Center for Education Statistics requires colleges and universities to report employees as of November 1 each year, so our employee data is based on persons employed, excluding student workers and "very temporary" employees as of that date.

MC has over 3,000 employees. In the fall of 2014, MC had over 3,000 employees—faculty, staff, and administrators. The numbers change almost every day, but this includes almost 600 full-time faculty, nearly 1,000 part-time credit faculty, approximately 200 part-time WD&CE faculty, more than 1,200 associate and support staff, and over 80 administrators. By comparison, the Community College of Baltimore County reported 2,838 employees; Prince George's Community College reported 2,665; Anne Arundel Community College reported 2,056; and Frederick Community College had 1,055.

MC is the 11th largest employer in the county. According to 2014 data collected by the state's Department of Business and Economic Development, Montgomery College. Ahead of the College are four federal entities, Adventist HealthCare, Holy Cross Hospital, Marriott International, Lockheed Martin, Giant Food, and Verizon.

The MC workforce is diverse. Overall, 59 percent of employees are female, with a range from 73 percent for WD&CE faculty to 55 percent of Administrators. By race, 47 percent overall are nonwhite—42 percent of administrators, 36 percent of credit teaching faculty (34 percent for full-time and 37 percent of part-time), 47 percent of professional/technical employees, and 70 percent of support staff. Our portion of non-white employees has increased in each of the past two years. By comparison, for employees at all Maryland community colleges, 31 percent are nonwhite, and 26 percent of teaching faculty are nonwhite.

Our average age is 50, but we have five generations. The average age for MC employees is 50—credit teaching faculty average 51 years and staff average 47. Twenty-three percent of employees are age 60 or older and slightly more than half are age 50 or older. The range of ages shows incredible diversity with five generations represented in the College's workforce! These include the "veterans" generation of those born before 1945 (five percent), "Baby Boomers" (39 percent), "Generation X" born 1965–1980 (31 percent), "Millennials" born 1981–1993 (19 percent), and "Generation Z" (six percent).

Employee tenure averages 6.8 years. For years, the College has prided itself on employee longevity. For the fall 2014 employees, 51 percent have been at the College five years or fewer; 21 percent have worked here between five and nine years; 18 percent have 10–19 years of service; and nine percent have served 20 or more years at the College. As with the population in general, more employees who are in the Baby Boomers generation are retiring, so the average years of service is decreasing somewhat.

Most employees live in Maryland. Almost all MC employees (88.5 percent) live in Maryland, although five percent live in Washington, DC, and another five percent live in nearby Virginia. Of those who live in the county, 44 percent live in the upper portion of the county, 36 percent are in the mid-county area, and 20 percent live in the down-county portion of our service area.

Montgomery College 2020 Update of the Month

The *Montgomery College 2020 s*trategic plan is a seven-year effort that began in Fiscal Year 2013. The Performance Canvas within the plan contains three broad levels of indicators that the College is using to track its progress in realizing the themes of *Montgomery College 2020*—objective indicators, subjective indicators, and cognitive indicators. This month's update takes a look at the cognitive indicators on the canvas. The canvas concept for institutional assessment is based on *Performance: The Dynamic Results in Postsecondary Organizations*, by Richard Alfred, Kathryn Thirolf, Nathan Harris, and James Webb. The goals in the canvas are intended to be reached by the beginning of fiscal year 2020.

What are "cognitive indicators"? These consist of 12 indicators that reflect the feelings and beliefs about the College. They reflect the value that individuals assign to the College based on the impressions they form through their interactions with the College and their interpretations of information about the College. Awards and recognition indicators include granting-agency selection, recognitions by foundations and governmental agencies, awards for academic excellence, general recognitions for excellence, recognitions received by faculty and staff, and employee philanthropy. Valuation indices include student satisfaction, student goal attainment, community perceptions, media tone, employee engagement, and employee and student involvement in the community.

How are we doing? Now at the three-year point of implementation—almost the halfway point—we should be about halfway in progress, though direct and linear progress toward each indicator is not expected. For instance, over the seven-year period, our goal for the percentage of departing students who report that they achieved their academic goal at the College is 100 percent. Another indicator, community perceptions, challenges us in a different way as we develop consistent and valid means to efficiently and accurately capture external perceptions of the College.

What do awards and recognitions indicators measure? These indicators focus on how well the College is performing in relation to external validation or honors. For example, in looking at the number of grants received by the College during a fiscal year, we set a goal of 40 by 2020 and are currently at 34 grants this fiscal year. Over the life of *MC 2020* we challenged ourselves to increase the number of employees and retirees who donate to the Montgomery College Foundation during a fiscal year from 240 in FY12 to 325 annually by 2020.

What do valuation indicators measure? These indicators focus on how the College is performing relative to internal and external perceptions. For example, we challenged ourselves to reach 100 percent in the percentage of employees who believe that their work supports the College's mission, and that their contributions are appreciated. We also measure the percentage of times that Montgomery College is depicted in a favorable manner during local, national, and international media coverage.

Be well,

DeRionne P. Pollard, PhD

We empower our students to change their lives, and we enrich the life of our community. We are accountable for our results.