May 5, 2017

May Meeting Highlights—What to Expect and Why

Your next meeting occurs on Monday, May 15, 2017. The following are major items and topics planned at this time.

Fiscal Year 2018 Tuition. Tuition increases for FY18 will be presented for your consideration. The proposal will reflect the Board's intentions to keep tuition as affordable as possible.

My Monthly Written Report. My *President's Focus* report will continue to examine the theme of impacts and explore our efforts with the Achieving the Promise program. This is my final *Focus* report of the academic year.

Middle States' Compliance Report. Our chief compliance officer will provide an update on the status of the College Compliance Report, which is due to the Middle States Commission on Higher Education later this year.

Policy Modifications. Four policy modifications will be brought for your consideration. These include the following: Probationary and Regular Status for Support and Associate Staff Employees (minor change in terminology), Resignation and Retirement (minor change in terminology), Internal Audit (position title change and clarification of duties), and Inspection of Public Records (change of policy title and simplification).

New Policy on Volunteers. As the regulatory environment and external compliance expectations have grown, and with the recent implementation of the College's policy on the Protection of Minors, it is important to establish a policy that formalizes the role of volunteers, who provide their uncompensated services in support of College programs and activities. This new policy provides a systematic process for registering, tracking, and appropriately clearing volunteers under certain circumstances. It will aid the College with its compliance expectations as well as establish clear guidance on using volunteers in support of the College's mission.

Board Bylaws. Modifications to your bylaws are ready for your consideration and adoption. These include when agendas are to be posted, where meetings will be held, the retention of meeting minutes, the duration of time allowed for public speakers, the structure and protocols for a consent agenda, and email communications.

Contract for Mass Notification System. This competitively bid contract is for construction of a new fire alarm and mass notification system in six buildings on the Rockville Campus.

Contract for Uninterruptible Power Supply Equipment and Service. This competitively bid contract provides for the replacement of aging uninterruptable power supply equipment in order to provide emergency power for the College's data network in the event of a power failure. Students and employees need 24/7 access to the Internet and our ever-expanding range of cloud services. The new system is more efficient, effective, and capable of supporting a greater number of users.

Data Focus of the Month
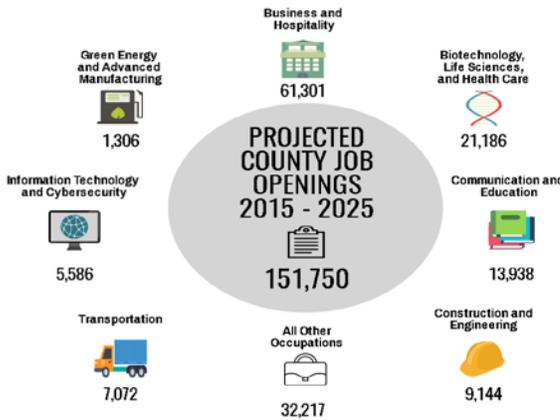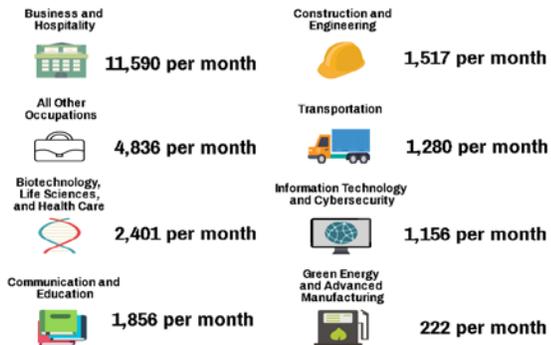
Preparing A Changing Workforce

As we prepare MC students for a changing workforce, the College must stay alert to technical developments in diverse fields, evolutions in the local economy, and even changes to the way hiring is done and credentials are valued. At the same time, we keep a close eye on projections in job openings and changes in the national economy. If specific fields begin hiring based on new types of credentials, such as badges or certificates, the College works to pivot in the direction of making those available to students.
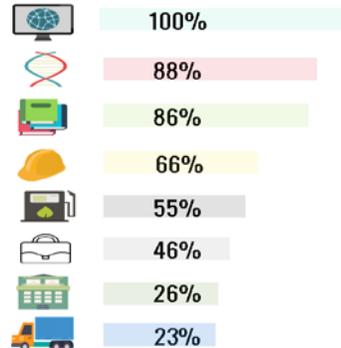
Montgomery County

520,505 — Total Jobs 2015
573,174 — Total Jobs 2025
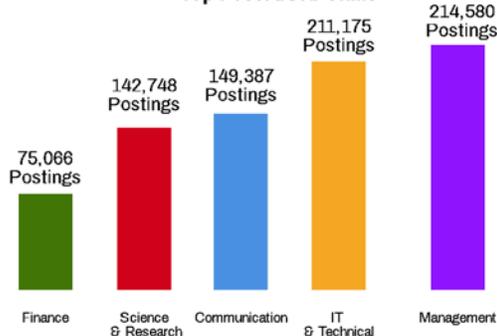52,669 — Projected Growth (New Jobs)
10% — Growth Rate

Average Monthly Hires 2015

Business and Hospitality — 11,590 per month
Construction and Engineering — 1,517 per month
All Other Occupations — 4,836 per month
Transportation — 1,280 per month
Biotechnology, Life Sciences, and Health Care — 2,401 per month
Information Technology and Cybersecurity — 1,156 per month
Communication and Education — 1,856 per month
Green Energy and Advanced Manufacturing — 222 per month

PROJECTED COUNTY JOB OPENINGS 2015 - 2025 — 151,750

Green Energy and Advanced Manufacturing — 1,306
Business and Hospitality — 61,301
Biotechnology, Life Sciences, and Health Care — 21,186
Information Technology and Cybersecurity — 5,586
Communication and Education — 13,938
Transportation — 7,072
All Other Occupations — 32,217
Construction and Engineering — 9,144

Percent of Projected Job Openings Requiring at Least Postsecondary Education

Information Technology and Cybersecurity — 100%
Biotechnology, Life Sciences, and Health Care — 88%
Communication and Education — 86%
Construction and Engineering — 66%
Green Energy and Advanced Manufacturing — 55%
All Other Occupations — 46%
Business and Hospitality — 26%
Transportation — 23%

Top Posted Job Skills

Finance — 75,066 Postings
Science & Research — 142,748 Postings
Communication — 149,387 Postings
IT & Technical — 211,175 Postings
Management — 214,580 Postings

Montgomery College Partnerships

- 2017 Jobs Fairs: 100 employers registered with Montgomery College
- Career Coach: 24,000 site visits in FY2017
- Discovery Communications: 6 paid summer internships for students
- Montgomery College's contribution to the local economy: $1.4 billion

Data Sources: Economic Modeling Specialists, International; Maryland Department of Labor, Licensing and Regulation; U.S. Bureau of Labor Statistics; U.S. Census Bureau.

Montgomery College 2020 Update of the Month

Since 2012 the Montgomery College 2020 strategic plan has driven significant changes in support of student success. The Performance Canvas within the plan contains three broad levels of indicators that the College uses 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 subjective 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 FY20.

What are "subjective indicators"? These consist of 11 indicators that represent rankings and ratings and reflect the College's standing or position on a scale, where the College strives for a favorable outcome. Winning indices include annual fall-to-fall enrollment growth, percentage of high school students enrolling in Montgomery College, media articles featuring the College, athletic conference championships, grant dollars raised, foundation dollars raised, time to completion, and student financial support. Ranking indices include national rank on associate degrees and certificates produced and state rank by size of undergraduate enrollment.

Are we seeing progress? Now in the fifth year of implementation we are past the half-way point and seeing progress. Time-to-degree is an area to which the College is devoting consistent attention; over the last two years we have seen a reduction from 5.4 years to 4.5 years. Providing scholarship funds for students, as well as lab equipment and academic support, are related concerns. Our FY12 benchmark for annual grant dollars was $6.4 million annually, which the College exceeded in the last fiscal year, raising $10 million grant funding. The goal for 2020 is $15 million annually. Another important measurement is how well the College is performing in relation to market share and community position. For example, in looking at percentage of high school students enrolling in Montgomery College, we set a goal of 27 percent by 2020 and are currently close to 26 percent of MCPS graduates. The Montgomery College Foundation has already reached 60 percent of its end goal of raising $25–30 million over the MC2020 period.

What do ranking indicators measure? These indicators focus on how the College is performing relative to national and state peers. For example, we challenged ourselves to place in the top 50 nationally for the number of associate degrees and certificates produced. Since FY12 we have moved from 68th to 49th place and are now in the top 50 nationally. The College was ranked first in the state of Maryland by size of our enrollment in FY12 and we currently maintain that ranking.

We are making progress in many areas, redoubling our efforts in those that are lagging, and most importantly, holding ourselves accountable for our results.

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.