

MONTHLY OUTLOOK

A Meeting Preview with Data Insights and MC 2020 Progress

June 2, 2017

June Meeting Highlights—What to Expect and Why

Your next meeting occurs on Monday, June 19, 2017. The following are major items and topics planned at this time.

Final Adoption of the FY18 Budgets. State and county appropriation decisions are final; the budget requests adopted last November (capital budget) and January (operating budget) will be on the agenda for final approval.

Petition for State Funding. This action petitions the state for final approval of design funding for the Takoma Park/Silver Spring math/science center (\$5,138,000), and furniture and equipment funding for the Germantown Science and Applied Studies renovation (\$2,456,000).

FY18 Employee Compensation. This resolution recommends salary for non-bargaining administrative, associate, and support staff, including general wage and salary adjustments and funds that support recognition awards for all eligible employees. Salaries for bargaining unit employees are addressed under their contract agreements.

Contract Matters. Six contract matters are on the agenda, including contracts for (1) a mass notification system on the Rockville Campus, (2) safety and security camera equipment, (3) healthcare related certification courses for Workforce Development & Continuing Education, (4) classification and compensation-related services (multiple awardees), (5) an amendment to continue service for a student tracking software license, and (6) an amendment to a sole source contract for a cashiering services module and professional services with TouchNet Commerce Management System.

Collective Bargaining Agreement with AFSCME. The American Federation of State, County, and Municipal Employees (AFSCME), AFL-CIO, Local 2380, Council 67, which represents College staff, and the College have reached agreement through re-opener negotiations resulting in four amendments to the staff collective bargaining agreement. The memorandum of settlement will be provided to you at this meeting for final approval.

Collective Bargaining Agreement with SEIU. The agreement with the Service Employees International Union (SEIU), Local 500, CtW, which represents certain part-time faculty, has been finalized and ratified by the members of the bargaining unit. It will be brought to you at this meeting for final approval.

Acceptance of the Diversity Plan Progress Report. This annual report required by the Maryland Higher Education Commission addresses the College's implementation of the Cultural Diversity Plan approved by the Board in 2013.

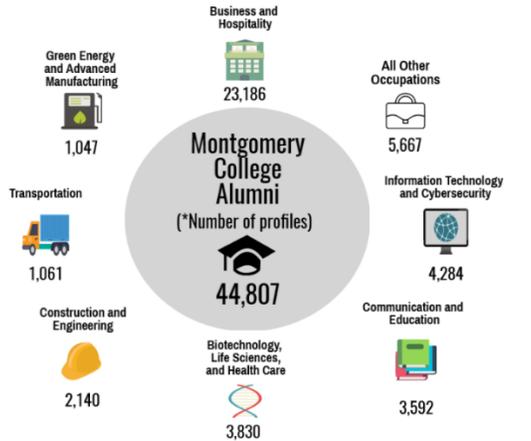
Retirement Recognitions. Retirement resolutions for your consideration in June are for individuals who retired during the spring semester.

Board Business. Your Annual Report is on the agenda for your adoption; FY18 officer elections will be held.

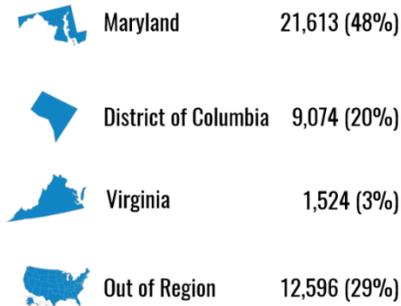
Data Focus of the Month

Montgomery College Alumni in the Workforce

MC alumni play an important role in the county workforce, across almost all sectors. But they are also vital links to information for our current students. Alumni can pass timely information along about internships, upcoming growth at their companies, and evolving workforce needs—knowledge that is crucial to giving our students an edge on hiring. Alumni also serve as spokespeople for the College, building its reputation as a producer of strong employees.



*Where Do Montgomery College Alumni Live?



* Only includes those alumni who have active profiles in Emsi's Alumni Insight Database and does not reflect all Montgomery College alumni.

Top Job Titles*



* Ranked by highest number employed; Source: Emsi Alumni Insight Database (only active profiles)

Top Transfer Schools



Where Do Montgomery College Alumni Work?

Montgomery County Public Schools	Food and Drug Administration
University System of Maryland	National Institutes of Health
Marriott International	Holy Cross Hospital
MedImmune	Verizon
Lockheed Martin	Bank of America
Infosys	CVS Pharmacy
Adventist Health Care	BioReliance
WMTA/Metro	Hughes Network Systems

Montgomery College Partnerships

- Construction Management: 75-80% of graduates continue at Shady Grove and 85-90% of graduates work in the area
- Holy Cross Germantown Hospital: Eight students offered RN positions fall 2016 and 15 students have been offered employment to date
- Discovery Communications: 15-20 total internship placements over the past 4 years
- Over 200 employers recruited on-campus and over 1,800 employers posted positions on the College's "E-jobs" board in the last year

Data Sources: Economic Modeling Specialists, Int'l., Alumni Insight Database; FY16 Montgomery College Fact Book

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 looks 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.

What are “cognitive indicators”? These consist of 10 indicators that reflect feelings and beliefs about the College. These indicators reflect the value that individuals assign to the College based on impressions they form through their interactions with the College and their interpretations of information about the College. Awards and recognition indicators include transfer scholarships, recognitions of faculty and staff, employee philanthropy, and the satisfaction of local businesses with contract training, among others. Measures of value include student satisfaction, student goal attainment, and employee engagement.

How are we doing? Over the seven-year period, our goal for the number of businesses provided contract training services is 80 annually. Our latest observation indicates that 62 businesses were provided training, an increase over the previous observation. Another indicator is the number of unique grants awarded to the College in a year. With a target of 40 by 2020 and our last observation put this number at 37 for FY17.

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, over 97 percent of employers reported satisfaction with contract training services provided. We have challenged ourselves to increase the number of employees and retirees who donate to the MC Foundation during a fiscal year from 240 in FY12 to 325 annually by 2020. In FY17, we surpassed that target with 330 employees and retirees contributing.

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 category of departing students who report that they achieved their academic goal. Our last observation indicated that 97 percent of students reported that they had achieved their academic goal. Another indicator is the percentage of employees who believe that their work supports the College's mission. Currently, based on survey data, 94 percent of employees believe that their work supports the mission of the college, close to our target of 100 percent.

What are the other types of indicators in the canvas? In addition to the cognitive indicators, there are also objective and subjective indicators. Objective indicators, featured in the April *Monthly Outlook*, represent number-based or value-added activities. Subjective indicators, featured in the May *Monthly Outlook* represent rankings and ratings and reflect the College's standing or position on a scale, where the College strives for a favorable outcome.

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.