

MONTHLY OUTLOOK

A Meeting Preview with Data Insights and Strategic Topics

June 11, 2021

June Meeting Highlights—What to Expect and Why

Your next meeting takes place on Monday, June 21, via Zoom teleconference and includes these major items and topics planned at this time.

Appointment of the Interim President. This resolution affirms the Board of Trustees' selection of the interim president.

Anti-Racism Statement Action Plan by Board of Trustees. Throughout this year, the Board has been actively engaged in ongoing work to establish a sustainable framework and action plan to operate as an anti-racist governance body and to support the College's journey towards anti-racism in policy, practice, and promise. This statement represents the Board's collaborative commitment to accomplish the FY21 institutional anti-racism goal.

Final Adoption of the FY22 Current, Enterprise, and Other Funds Budgets. The budget requests that you adopted in January must be approved for implementation now that the state and county appropriation decisions are final.

Final Adoption of the FY22 College Capital Budget. This is a request that the Board of Trustees adopt the FY22 capital budget as appropriated by the Montgomery County Council and authorize the president to implement the approved budget.

Supplemental Appropriation Request for the FY22 budget. This is a supplemental appropriation request to the county executive and county council for authorization to expend the balance of the Coronavirus Response and Relief Supplemental Appropriations Act's Higher Education Emergency Relief Fund II grant in the FY22 Federal, State, Private Grants and Contracts fund.

Petition for FY22 State Funding. This item is a request to the county council to petition the state for \$3,000,000 for the furniture and equipment planned in the Takoma Park/Silver Spring Math and Science Center project.

FY21 Capital Budget Fund Transfer. This is a request to authorize a fund transfer in the capital budget.

Collective Bargaining. The Board will be asked to act on a collective bargaining matter.

Compensation Programs in FY22. This resolution requests approval of the salary schedule, consistent with the approved FY22 operating budget, for administrators, department chairs, and nonbargaining associate and support staff. It also authorizes funds in support of special recognition and outstanding service awards for full-time faculty, part-time faculty, and staff member of the year. In addition, it provides for nonbargaining associate and support staff shift differential for FY22.

One-Time Lump Sum Award. This action allows for a one-time lump sum award for employees who have been significantly impacted during the extended period of emergency remote operations due to the COVID-19 pandemic.

Annual Progress Report on Programs of Cultural Diversity Plan. This is a required annual report that reviews the College's progress in implementing our Cultural Diversity Plan approved by the Board of Trustees in 2013. The report is due to the Maryland Higher Education Commission by September 1.

The FY21 College Annual Report. The College's annual report will be presented for your acceptance. The report contains an overview of College highlights, student outcomes, a financial report, updates from the College's support organizations, recognitions of members of the College community, and a summary of Board's activities.

Sole Source Awards of Contract. Three sole source awards of contract are slated for your consideration to continue: maintenance services by Siemens Energy Management Systems at the Germantown and Rockville campuses; inspection and calibration of the heating, ventilation, and air conditioning control systems on the Rockville and Takoma Park/Silver Spring campuses; and collegewide maintenance and inspection program for its ammonia chillers.

The following items are on your consent calendar:

Personnel Actions Confirmation Report. This report reviews personnel actions taken in April.

Recognition of Retirements and Awards of Medallion. Every June the Board receives resolutions and awards of medallion for employees who retired from January through June to honor their service. Departing Trustees Richelle Adu and Dr. Les Levine will be among those honored, as will Dr. Pollard.

Awards of Contract and Change Order. One change order to an existing award of contract for audio-visual hardware and services will be presented for the Board's consideration, in addition to six competitively bid awards of contract for (1) replacement of the underground chilled and heating water piping for the Rockville Campus; (2) replacement of the Health Sciences Center Roof Section A on the Takoma Park/Silver Spring Campus; (3) replacement of the exterior doors and hardware at the Central Services Building, and at the Germantown and Rockville campuses; (4) renovation of the cafeteria at Germantown; (5) maintenance and repair of collegewide elevators; and (6) a virtual benefits service provider.

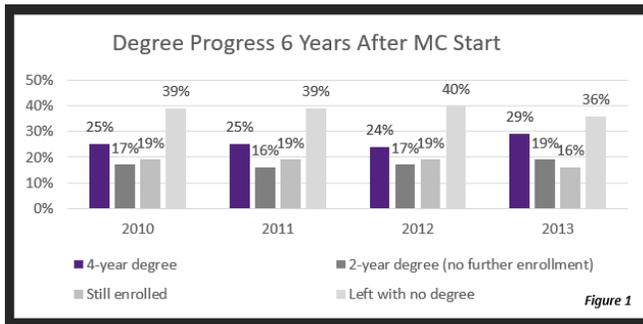
Data Focus

Bachelor's Degree Attainment

While the College is focused on helping students graduate from MC with an associate's degree or certificate, it is important to note that for a majority of students who begin at MC, their goals are often more ambitious. According to the Survey of Entering Student Engagement (SENSE)—an initiative of the Center for Community College Student Engagement (CCCSE), which the College administered to incoming students this fall, 87 percent had a goal transferring to a four-year institution.

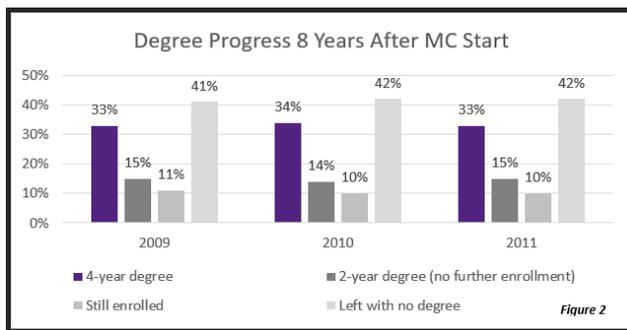
To measure the progress of our students toward bachelor's degree completion, the College receives an annual update from the National Student Clearinghouse (NSC) as part of our partnership with Achieving the Dream, which tracks student enrollment and degree completion after they leave MC. To distinguish students who are likely degree-seeking from those taking enrichment courses, for example, the NSC tracks only the students who have attempted 12 or more credits during their first two years. Since most community college students are part-time, NCS measures completion rates at both six and eight years after students start.

Six-year Rates. In looking at student progress six years after beginning at MC, we see bachelor's degree graduation rates increasing from 25 to 29 percent—a 16 percent increase (see purple bars in Figure 1) over a four-year period. The most recent cohort shown here has just over 5,000



students with 1,400 earning their bachelor's degrees. Within this group are about 600 students who earned a degree or certificate at MC *before* transferring and 850 students who transferred *prior* to completing a degree. It is also promising to see that over the last four cohorts, the percentage of students completing an associate's degree or certificate has also increased from 17 percent to 19 percent.

Eight-year Rates. Figure 2 shows student progress eight years after beginning at MC. We see a similar pattern as the six-year completion rate, though more students completing their bachelor's degrees. The percentage of students who earned an associate's degree or certificate—without



seeking further education—is lower at the eight-year mark, than at the six-year mark. This indicates that more of our degree completers eventually enrolled at a transfer institution.

The College takes pride in preparing our students for bachelor's degree attainment and uses these indicators to look for ways to continue to improve student success.

Strategic Topic of the Month

Montgomery College 2025—Completing Its First Full Year

As we complete the first full year of *Montgomery College 2025*, the College's strategic plan, MC remains steadfastly committed to prioritizing the health and safety of its students and employees while strategically and assertively meeting the challenges presented by COVID-19. While daily life has changed for all of us, the College's commitment to advancing our strategic plan to provide high quality education that is affordable and serves the critical needs of our community has not. The pandemic forced us to reorient in light of these significant changes, and we were able to successfully reassess and reprioritize while remaining faithful to the values in the original plan and continuing to advance the mission of the College.

Pandemic trends: enrollment, achievement, affordability. While our enrollment—in terms of unduplicated headcount—was down, we met or exceeded our enrollment budget projections. Workforce Development and Continuing Education was hit the hardest due to the inability to offer many of its “hands-on” courses in a remote environment. Overall performance and success among credit students did not decline, even in the remote and blended formats. Our emphasis on scheduling efficiency and providing multiple, flexible options for our students resulted in an average of 85 percent seat utilization, an indicator of efficiency. In fact, the majority of our metrics related to our first goal “to empower students to start smart and succeed”—saw a positive increase across the board for most groups. Our pivot to remote offerings did not have a negative impact on our continued work in this area and our efforts to “protect affordability” saw success with the Board of Trustees' decisions to keep tuition frozen in FY21 and in FY22.

Accelerating the virtual campus. Many of the *MC 2025* initiatives were accelerated during the first year. Our pivot to remote learning necessitated a renewed focus on the “virtual campus,” aligning naturally with the College's goal to “enhance transformational teaching and learning environments.” As instruction and student services were successfully moved to a virtual environment this year, it became clear that classroom learning, as well as advising, counseling, tutoring, and support labs, could largely take place over Zoom and other platforms effectively. As we begin to emerge from the pandemic, the College will leverage this momentum around the “virtual campus” to solidify our administrative and support structures permanently and provide even more flexible options for our students.

Fueling the economy, supporting students. The College also reprioritized our efforts to “fuel the economy and drive economic development,” through our continued partnerships with local industries. We continued to provide on-demand training to meet the increased calls for workers in biomanufacturing and cybersecurity. The College's work to “build, sustain, and strengthen community partnerships” by was grown by our county-supported feasibility study considering the expansion of our presence in the East County. The combined efforts of our grants office and Montgomery College Foundation resulted in over \$5 million in direct student aid, with another \$25 million awarded and planned for distribution.

Building our strategic workforce. “Investing in our employees,” was enhanced by two major projects—the Your Voice, Your MC employee survey and the Strategic Workforce Planning project.

Both of these initiatives center on cultivating a Montgomery College workforce that is innovative, competitive, culturally competent, and relevant. The College's aims will not change, even as we adapt to the circumstance that surround us. As we move into the next phase of teaching, learning, and working, Resilient MC will continue to guide all of our decisions about the structure of our education programs and delivery of key services. The College remains committed to leading in collaboration with our partners to realize the greatest impact from our programs and serve in new ways during this unprecedented time for our students and our community.

Be well,

A handwritten signature in black ink, appearing to read "DeRionne". The signature is fluid and cursive, with the first letter "D" being particularly large and stylized.

DeRionne P. Pollard, Ph.D.

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