BOARD OF TRUSTEES
MONTGOMERY COLLEGE

RECORD OF RESOLUTIONS

This meeting was held online via Zoom webinar
Call-in: 1-301-715-8592 ▪ Webinar ID: 881 2330 1172

October 19, 2026, 6:45 p.m.

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BOARD OF TRUSTEES
MONTGOMERY COLLEGE

Agenda Item Number: 5B
October 19, 2026

PERSONNEL ACTIONS CONFIRMATION REPORT

BACKGROUND

The Board of Trustees by state law has the authority and responsibility for appointments to the College. Each month the Board receives a summary of personnel actions from the Office of Human Resources and Strategic Talent Management on new hires and employees who have separated from the College.

RECOMMENDATION

It is recommended that the Board adopt the attached report. This recommended action aligns with Montgomery College Strategic Plan Goal 2: Cultivate a sense of belonging for everyone at the College.

BACKUP INFORMATION

Board Resolution
Personnel Actions Confirmation Report
Policy 34001: Changes in Employee Status

RESPONSIBLE SENIOR ADMINISTRATOR

Mr. Collette

RESOURCE PERSON

Ms. Leitch Walker

BOARD OF TRUSTEES
MONTGOMERY COLLEGE

Resolution Number: 27-10-008
Adopted on: 10/19/2026

Agenda Item Number: 5B
October 19, 2026

Subject: Personnel Actions Confirmation

WHEREAS, By state law the Board of Trustees has the authority and responsibility for appointments to the College; and

WHEREAS, The attached summary indicates related personnel actions taken by the College during the period of August 1, 2026, through August 31, 2026; and

WHEREAS, This recommended action aligns with Montgomery College Strategic Plan Goal 2: Cultivate a sense of belonging for everyone at the College; and

WHEREAS, The president of the College recommends that the Board adopt the following resolution; now therefore, be it

Resolved, That the Board of Trustees accepts the attached reports and confirms the actions of the president.

Attachments

MONTGOMERY COLLEGE
SUMMARY OF PERSONNEL ACTIONS
From August 1, 2026, through August 31, 2026

STAFF

STAFF EMPLOYMENTS

Effective Date	Name	Position Title	Grade	Department
08/03/2026	Anderson, Anita	Administrative Aide II	19	Math, Computer and Data Sciences
08/03/2026	Castro, Jennifer	Records & Registration Specialist	23	Records and Registration
08/03/2026	Cruz, Tameka	Campus Student Fin. Aid Director	33	Financial Aid
08/03/2026	Diallo, Adama	Administrative Aide II	19	Natural Sciences and Engineering
08/03/2026	Larson, Meredith	Grants Manager	33	Grants & Business Development
08/15/2026	Martin, Christine	Nursing Lab & Clinical Associate	29	Health Sciences Dean
08/18/2026	Bueno, Mercedes	Financial Aid Counselor	27	Student Affairs Enroll Mngmt
08/18/2026	Dinsa, Simegnish	Building Services Worker	11	Facilities Operations-RV
08/18/2026	Manning, Shaunette	Building Services Worker	11	Facilities Operations-TP/SS
08/18/2026	Montano, Jessica	Financial Aid Assistant	21	Financial Aid
08/18/2026	Sharma, Himadri	Administrative Aide III	23	Facilities Operations-TP/SS
08/31/2026	Fangoma, Charles	Building Services Worker	11	Facilities Operations-TP/SS
08/31/2026	Flinn, John	Administrative Aide I	15	CW Dean Stu Access-GT Stu Affairs
08/31/2026	Hernandez, German	HVAC Mechanic II	23	Facilities Operations-TP/SS

STAFF SEPARATIONS

Effective Date	Name	Position Title	Grade	YOS	Department
08/03/2026	Franklin, Jason	Food Sec & Basic Needs Prog Coord	27	13	CW Dean Stu Success-RV Stu Services
08/14/2026	Aung, Sam	Administrative Aide II	19	11	Visual and Performing Arts
08/14/2026	Mbella Mouelle, Stephanie	Learning Skills Support Spec.	29	13	Health Sciences Dean
08/14/2026	Pandya, Niyati[1]	Librarian II	29	17	Library-Central
08/14/2026	Yilma, Ahadu	Library Access Serv Spec I	17	2	Library-Central
08/28/2026	Alam, Fariha	Administrative Aide II	19	2	MC Online & Academic Support
08/28/2026	Byron, John[1]	Grounds Maintenance Super.	25	30	Facilities Operations-GT

STAFF EMPLOYMENTS: Ethnicity and Gender

	White	Black	Hispanic	Asian	American Indian	Other/2 or More	**TOTAL**
Female	3	3	4	1	0	0	**11**
Male	1	1	1	0	0	0	**3**
TOTAL	**4**	**4**	**5**	**1**	**0**	**0**	**14**

STAFF SEPARATIONS: Ethnicity and Gender

	White	Black	Hispanic	Asian	American Indian	Other/2 or More	**TOTAL**
Female	0	1	0	2	0	0	**3**
Male	1	1	0	1	0	1	**4**
TOTAL	**1**	**2**	**0**	**3**	**0**	**1**	**7**

1 Retirement

MONTGOMERY COLLEGE
SUMMARY OF PERSONNEL ACTIONS
From August 1, 2026, through August 31, 2026

FACULTY

FACULTY EMPLOYMENTS: None

Effective Date	Name	Position Title	Department
08/15/2026	Anastasovitou, Nikolia	Associate Professor	CW Dean Stu Success-RV Stu Services
08/15/2026	Baum, Loretta	Associate Professor	CW Dean Stu Success-RV Stu Services
08/15/2026	Cumings, Hendrik	Assistant Professor	Social Science Dean
08/15/2026	Emidih, Jeremiah	Assistant Professor	Math, Computer and Data Sciences
08/15/2026	Gnanamani, Pabitha	Professor	Natural Sciences and Engineering
08/15/2026	Gold, Maria Eugenia	Associate Professor	Natural Sciences and Engineering
08/15/2026	McDonald, Brianna	Assistant Professor	Visual and Performing Arts
08/15/2026	Moser, Amy	Assistant Professor	Math, Computer and Data Sciences
08/15/2026	Muzzio, Alejandro	Associate Professor	Social Science Dean
08/15/2026	Porras, Christina	Assistant Professor	Math, Computer and Data Sciences
08/15/2026	Oh, Sang-Hyun	Associate Professor	Natural Sciences and Engineering
08/15/2026	Santiesteban, Janeth	Associate Professor	CW Dean Stu Success-RV Stu Services
08/15/2026	Warnecke, Brian	Professor	Applied Sciences and Technology

FACULTY SEPARATIONS

Effective Date	Name	Position Title	YOS	Department
08/14/2026	Benolken, Anne[1]	Professor	25	Visual and Performing Arts
08/14/2026	Johannsen, Patricia[1]	Professor	22	Visual and Performing Arts
08/14/2026	Riggs, Edward[1]	Professor	45	Visual and Performing Arts
08/17/2026	Chase, Michael[1]	Professor	18	Natural Sciences and Engineering
08/21/2026	Knopp, Brenda	Professor	14	Health Sciences Dean
08/30/2026	Thames Copeland, Tiffany	Professor	11	Visual and Performing Arts
08/31/2026	Kelman, Lorraine[1]	Professor	25	Natural Sciences and Engineering

FACULTY EMPLOYMENTS: Ethnicity and Gender

	White	Black	Hispanic	Asian	American Indian	Other/2 or More	**TOTAL**
Female	3	1	3	1	0	0	**8**
Male	2	1	1	1	0	0	**5**
TOTAL	**5**	**2**	**4**	**2**	**0**	**0**	**13**

FACULTY SEPARATIONS: Ethnicity and Gender

	White	Black	Hispanic	Asian	American Indian	Other/2 or More	**TOTAL**
Female	4	1	0	0	0	0	**5**
Male	2	0	0	0	0	0	**2**
TOTAL	**6**	**1**	**0**	**0**	**0**	**0**	**7**

[1] Retirement

BOARD OF TRUSTEES
MONTGOMERY COLLEGE

Resolution Number: 27-10-009
Adopted on: 10/19/2026

Agenda Item Number: 5C
October 19, 2026

Subject: Recognition of Retirees

WHEREAS, Full-time faculty and regular administrative, associate, and support staff listed on the attached page(s) have retired from Montgomery College, and are being recognized for their years of service and dedication to the mission of the College; and

WHEREAS, These employees served Montgomery College with enthusiasm and dedication by making a significant contribution in empowering and enriching the lives of our students and the College community; and

WHEREAS, This resolution aligns with Montgomery College Strategic Plan Goal 2: Cultivate a sense of belonging for everyone at the College; and

WHEREAS, These employees have cumulatively provided 662 years of service and dedication to the College; now, therefore be it

Resolved, That members of the Board of Trustees, and the president of the College express their sincere appreciation to these employees for their outstanding service to the College and the community, and extend to them their best wishes that their retirement years be fulfilling and productive; and be it further

Resolved, That designated retirees are granted the status of administrator/faculty emeriti, and that they be awarded such recognition and honors as may be appropriate to persons holding this title, and be it further

Resolved, That this resolution become a part of the minutes of this Board of Trustees meeting, and a copy of this resolution be presented to the employees on the attached list.

RETIREMENT RESOLUTION FOR FULL-TIME FACULTY, REGULAR ADMINISTRATIVE, ASSOCIATE, AND SUPPORT STAFF

NAME/JOB TITLE/ RETIREMENT DATE	CAMPUS/DEPARTMENT	YEARS OF SERVICE
Mark Alves *Professor Emeritus* June 1, 2026	Takoma Park/Silver Spring ELAP, Linguistics and Comm Studies	21
Lewis Corfman *Professor Emeritus* June 1, 2026	Rockville GITE-Gudelsky Inst Tech Educations	17
James Cosgrove *Professor Emeritus* June 1, 2026	Rockville Natural Sciences and Engineering	22
Stephanie Sabourin *Professor Emerita* June 1, 2026	Takoma Park/Silver Spring English and Reading Dean	23
James Terry Arts Center Manager June 1, 2026	Takoma Park/Silver Spring Visual and Performing Arts	29
Arcangel Alvarado Building Services Worker Lead July 1, 2026	Germantown Facilities Operations-GT	41
Karen Askins Instructional Lab Coordinator July 1, 2026	Rockville Natural Sciences and Engineering	19
Lisa Borg Business Process and Systems Analyst II July 1, 2026	Central Services OIT Application Services	27
Rupert Chappelle Senior Instructional Assistant July 1, 2026	Rockville Natural Sciences and Engineering	36
Amy Hung Accountant I July 1, 2026	Central Services Facilities-Central Admin	23
Michele Sommer Executive Associate II July 1, 2026	Central Services OIT Central Administration	31

Carolyn Terry Assoc. SVP for Curriculum, Placement and Pathways *Administrator Emerita* July 1, 2026	Central Services ASVP-Curriculum, Placement and Pathways	37
Tanya Allison *Professor Emerita* August 1, 2026	Rockville GITE-Gudelsky Inst Tech Education	33
LaShaun Byrd Administrative Aid II August 1, 2026	Germantown CW Dean Stu Access-GT Stu Affairs	21
Alan Cutler *Professor Emeritus* August 1, 2026	Rockville Applied Sciences and Technology	15
David Krueger *Professor Emeritus* August 1, 2026	Takoma Park/Silver Spring Visual and Performing Arts	24
Clevette Ridguard Governance & Presidential Program Manager August 1, 2026	Central Services Offices of the President	23
Frank Sharpe Building Services Supervisor August 1, 2026	Germantown Facilities Operations-GT	11
Tracy Singleton WDCE Program Manager I August 1, 2026	Gaithersburg Bus Training Ctr CEELS Dean WDCE	27
Anne Benolken *Professor Emerita* September 1, 2026	Takoma Park/Silver Spring Visual and Performing Arts	25
John Byron Grounds Maintenance Supervisor September 1, 2026	Germantown Facilities Operations-GT	30
Michael Chase *Professor Emeritus* September 1, 2026	Rockville Natural Sciences and Engineering	18
Patricia Johannsen *Professor Emerita* September 1, 2026	Takoma Park/Silver Spring Visual and Performing Arts	22

Lorraine Kelman *Professor Emerita* September 1, 2026	Rockville Natural Sciences and Engineering	25
Niyati Pandya Librarian II September 1, 2026	Rockville Library-Central	17
Edward Riggs *Professor Emeritus* September 1, 2026	Takoma Park/Silver Spring Visual and Performing Arts	45

BOARD OF TRUSTEES
MONTGOMERY COLLEGE

Resolution Number: 27-10-010
Adopted on:10/19/2026

Agenda Item Number: 5D
October 19, 2026

Subject: Retirement and Award of Emerita Status and Bronze Medallion to Professor Debra A. Poese

WHEREAS, Professor Debra A. Poese has served Montgomery College with enthusiasm and dedication for over 40 years as a full-time faculty member and retired from the College as of February 1, 2026; and

WHEREAS, Professor Poese served as an outstanding mathematics faculty member at the Rockville Campus for 17 years before taking on additional leadership positions, and returned to the Mathematics Department for both full-time and shared positions in support of the mathematics coursework for teacher education over the remainder of her career; and

WHEREAS, Professor Poese consistently provided wisdom and guidance to the faculty and to the department as chair of the Mathematics Department from 1998 to 2002, and additionally as acting instructional dean for Science, Technology, Engineering and Mathematics from 2002 to 2004; and

WHEREAS, Professor Poese exhibited exemplary advising and mentoring skills throughout her various positions at Montgomery College, including as a participant in the Advising Cadre program from 1985 to 1997, 2004 to 2007, and again from 2023 to 2026; and

WHEREAS, Professor Poese served as principal investigator for two National Science Foundation Robert Noyce Teacher Scholarship Program grants totaling $1.5 million from 2012 to 2021; and

WHEREAS, Professor Poese completed countless professional development programs including the Chair Academy in 2000, Facilitative Leadership in 2007, Starfish Level 4 Advising in 2016, Mental Health First Aid in 2022, and Safe Zone certification 2023; and

WHEREAS, Professor Poese was awarded the Montgomery College Outstanding Faculty Service Award in 2001 and 2016; and

WHEREAS, Professor Poese was awarded the National Institute for Staff and Organizational Development Excellence Award for contributions to teaching and learning in 2002 and 2017; and

WHEREAS, Professor Poese was active in presenting for both internal programming such as New Faculty Orientations and Center for Teaching and Learning offerings as well as regional and national conferences such as On Course (2006 to 2019), League for Innovation (2016), American Mathematical Association of Two-Year Colleges (1998 to 2007), and the Association of Faculties for the Advancement of Community College Teaching (AFACCT), including providing the keynote address for AFACCT in January 2017; and

WHEREAS, Professor Poese served on numerous college, local, and statewide committees and task forces including Academic Appeals, Montgomery County Collaboration Board (2007 to 2020), and on the review teams for Maryland Approved Alternative Preparation Programs in

Prince George's County (2011) and Anne Arundel County (2013); and

WHEREAS, Professor Poese was appointed by the Governor of the State of Maryland to serve on the Professional Standards and Teacher Education Board beginning in 2014, and completed her third distinguished term of service in 2023; and

WHEREAS, Professor Poese led the programs, faculty, and staff of the School of Education as the collegewide director from 2007 to 2016, and then as the director of Teacher Education Partnerships from 2016 to 2023; and

WHEREAS, Professor Poese is known by her colleagues and her students as a dedicated teacher, talented educator, and effective leader who will be deeply missed at Montgomery College; and

WHEREAS, College policy provides that all faculty holding faculty rank who retire with a minimum of 10 years of service with Montgomery College shall be designated faculty emeritus(a) with the appropriate rank or title, subject to approval of the Board of Trustees; and

WHEREAS, College policy provides for the awarding of a Bronze Medallion to recognize outstanding service to the College; and

WHEREAS, The senior vice president for academic affairs/college provost and the president of the College recommends this public recognition of Professor Debra A. Poese on the occasion of her retirement; now therefore be it

Resolved, That the members of the Board of Trustees express their sincere appreciation to Professor Debra A. Poese for her distinguished service to the College and extend to her their best wishes that her retirement years be fulfilling and productive; and be it further

Resolved, That Professor Debra A. Poese is granted the status of Professor Emerita, and that she be awarded such recognition and honors as may be appropriate to persons holding this rank; and be it further

Resolved, That Professor Debra A. Poese is awarded the Bronze Medallion in recognition of her distinguished service to the College, and as an expression of gratitude for her dedication and professional commitment to the College; and be it further

Resolved, That this resolution become part of the minutes of this Board of Trustees meeting, and a copy of this resolution and the bronze medallion be presented to Professor Debra A. Poese.

BOARD OF TRUSTEES
MONTGOMERY COLLEGE

Agenda Item Number: 6
October 19, 2026

NEW POLICY 21003: Pregnancy and Pregnancy-Related Conditions

General Information

Policy Number:	21003
Contained in Chapter:	Chapter Two
Policy Title:	Pregnancy and Pregnancy-Related Conditions

Reason for Policy

This policy affirms the College's commitment to supporting students, employees, and applicants who are pregnant or experiencing pregnancy-related conditions. It prohibits discrimination, provides for reasonable accommodations to support participation in College programs, activities, and employment, and establishes compliance with applicable federal, state, and local laws.

Purpose of Each Policy Element

Section	Purpose
I.	This policy statement emphasizes the College's commitment to an accessible, inclusive, and supportive environment for those experiencing pregnancy or pregnancy-related conditions.
II.	Identifies applicable laws and establishes provisions for academic and workplace accommodations, including student leaves of absence and lactation support.
III.	Prohibits discrimination on the basis of pregnancy or pregnancy-related conditions in College programs and activities.
IV.	Establishes that the policy applies to all College operations, programs, and activities.
V.	Affirms the right of students, employees, and applicants to seek accommodations under this policy.
VI.	Authorizes the president to establish procedures necessary to implement the policy.

RECOMMENDATION

It is recommended that the Board of Trustees adopt Policy 21003: Pregnancy and Pregnancy-Related Conditions.

This recommended action aligns with Montgomery College Strategic Plan Goal 2: Cultivate a sense of belonging for everyone at the College.

BACKUP INFORMATION

Resolution
Policy 21003: Pregnancy and Pregnancy-Related Conditions

RESPONSIBLE SENIOR ADMINISTRATOR

Dr. Van Camp

RESOURCE PERSON

Mr. Dietz

BOARD OF TRUSTEES
MONTGOMERY COLLEGE

Resolution Number: 27-10-011
Adopted on 10/19/2026

Agenda Item Number: 6
October 19, 2026

Subject: New Policy 21003: Pregnancy and Pregnancy-Related Conditions

WHEREAS, The Board of Trustees and the president have identified the need for a policy to prohibit pregnancy-related discrimination and ensure appropriate accommodations for students, employees, and applicants; and

WHEREAS, Applicable federal and state laws and requirements related to pregnancy and pregnancy-related conditions have been researched under the direction of the president; and

WHEREAS, A draft policy was reviewed by the appropriate College community stakeholders for their feedback; and

WHEREAS, This resolution aligns with Montgomery College Strategic Plan Goal 2: Cultivate a sense of belonging for everyone at the College; and

WHEREAS, The president recommends that the Board of Trustees adopt Policy 21003: Pregnancy and Pregnancy-Related Conditions; now therefore be it

Resolved, That Policy 21003: Pregnancy and Pregnancy-Related Conditions be adopted as indicated in the attachment; and be it further

Resolved, That the president is authorized to implement this policy.

POLICY Board of Trustees - Montgomery College **21003**

Chapter: General Administration Modification No. 001

Subject: **Pregnancy and Pregnancy-Related Conditions**

I. Montgomery College is committed to creating an accessible, inclusive, and supportive environment for students, employees, and applicants who are pregnant or who are experiencing pregnancy-related conditions.

II. The College complies with federal, state, and local laws including Title IX of the Education Amendments of 1972, the Pregnancy Discrimination Act of 1978, the Pregnant Workers Fairness Act, the Fair Labor Standards Act, and the Providing Urgent Maternal Protections for Nursing Mothers Act. In compliance with these statutes, the College provides reasonable accommodations for employees and qualified applicants affected by pregnancy or pregnancy-related conditions. For students affected by pregnancy or pregnancy-related conditions, the College provides appropriate accommodations to support academic participation and progression, including extended leaves of absence. The College also ensures access to break time and private space for lactation.

III. Discrimination on the basis of pregnancy or pregnancy-related conditions is prohibited in any College program or activity.

IV. This policy applies to all operations of the College, including all academic, educational, employment, extracurricular, athletic, and other programs or activities.

V. Students, employees, and applicants seeking accommodations, including time away from work or class, may seek assistance under this policy.

VI. The Board of Trustees authorizes the President to establish any procedures necessary to implement this policy.

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Effective Date: