

# Montgomery College Rising Professionals Association Year-End Newsletter

## Presidents' Message

Congratulations on another successful year in the books! This past year was exceptional because we officially celebrated 10 years since our founding in 2011. We awarded scholarships for five deserving students to help with tuition expenses for the upcoming semesters after securing an Innovation Grant last year. These are impressive feats, none of which would be possible without our members' continued support and contributions. You can read more about these accomplishments within this newsletter.

As we continued our transition back to campus over the last year, we made every effort to offer our staple programs to keep our members engaged, excited, and involved by hosting both virtual and in-person events and continuing the publication of our Weekly Digest emails to keep our members in the know. We thank our outgoing leadership team for engaging our members during our remote status and for being agile and innovative. We successfully grew our membership through our collective efforts since March 2020 with 30 new members, which is remarkable!

The incoming leadership team met at the end of June for its Annual Leadership Retreat to begin the planning for the upcoming year. Our theme for the year is *Reconnect, Rediscover, and Re-energize*. Our focus will be intentionally connecting with our members and the communities we serve. If you are looking for opportunities to network, meet new people, develop skill sets, or get involved in something meaningful and impactful, consider joining us on standing committees, event planning, and special projects this upcoming year.

Our events and meeting schedules calendar will be posted online, and you are welcome to attend all meetings and offerings. We encourage member feedback and suggestions to ensure we provide the best opportunities to meet your needs. We are excited about the year ahead and look forward to working with you and providing you with engaging offerings that enhance your MC experience with the ultimate goal of being the best we can be for the students we serve.

Cheers to the next 10 years!

**Tilandra Rhyne** (*President, 2018-2022*) & **Christine Crefton** (*President, 2022-2024*)





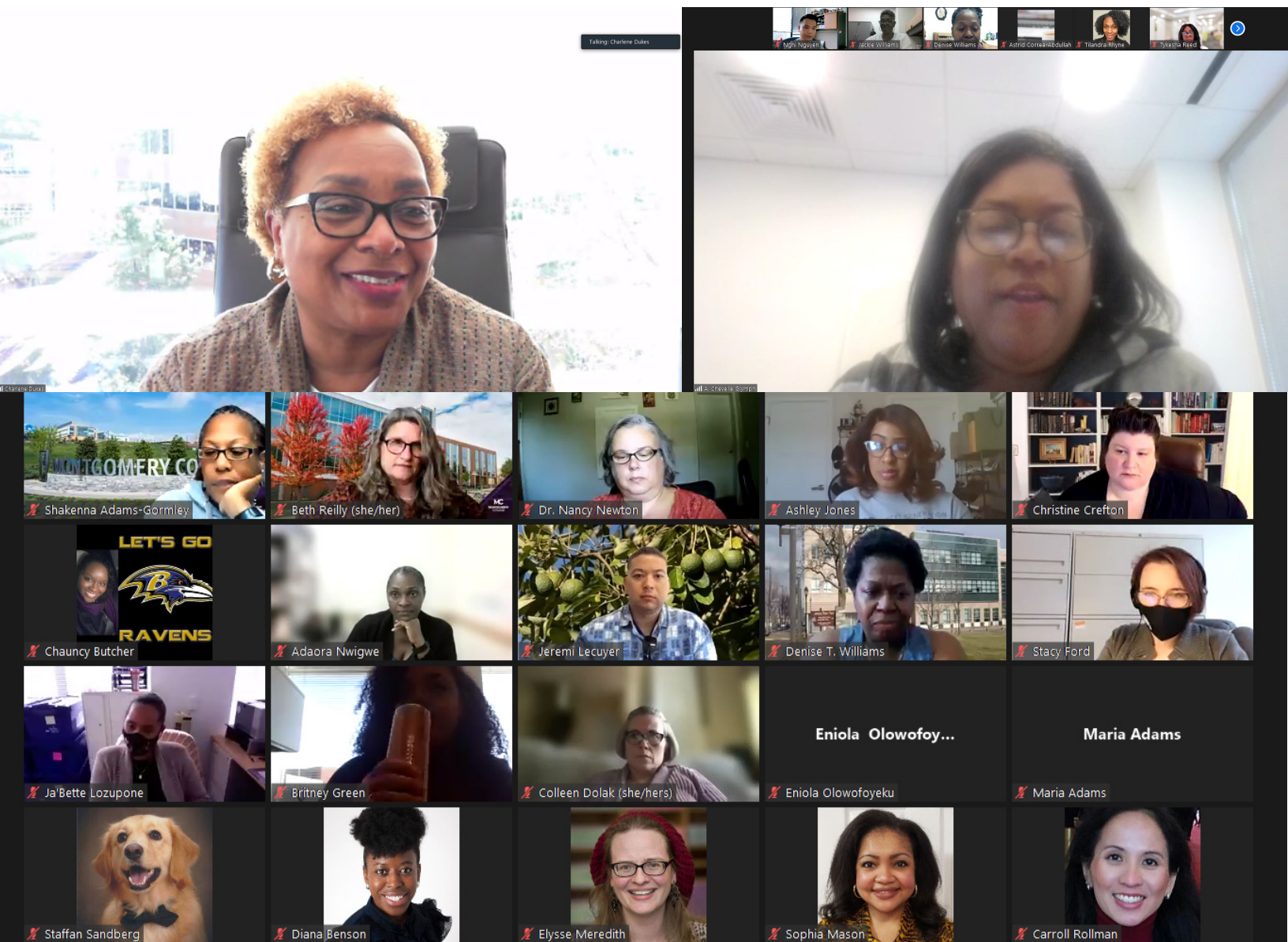
# Chats with Chiefs with Charlene Dukes and Chevelle Glymph

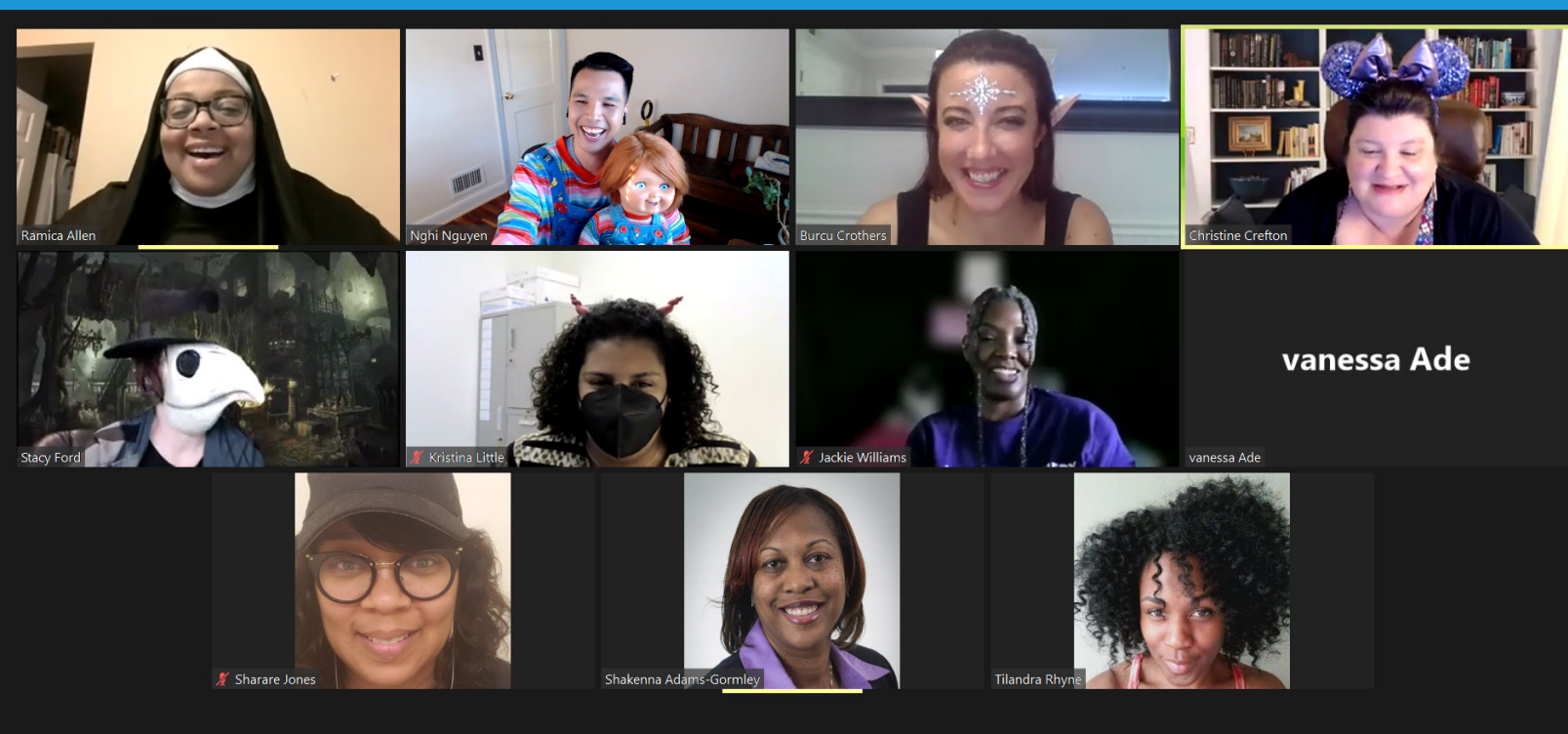
MCRPA welcomed Dr. Charlene Dukes, Interim President, on October 19 as a guest for our fall semester Chats with the Chiefs event. Dr. Dukes shared her work experience with attendees and gave important advice that include creating a network and keeping relationships to build on your professional career. She places an important emphasis on affinity groups such as MCRPA, which enables employees to collaborate, build professional friendships, and support one another.

Dr. Dukes became the College's interim president after the departure of Dr. DeRionne Pollard. With over 42 years of experience in administration, policy development, and national service, she also served as the president of Prince George's Community College for 13 years until her retirement in June 2020. During that period, Dr. Dukes was a champion of student access and success, leading countless initiatives that improved student completion.

On February 24, MCRPA welcomed Ms. Chevelle Glymph, Director of Public Health and Environmental Safety, to our Chats with Chiefs spring semester event. Ms. Glymph spoke about her work experiences and educational background. She also gave a brief presentation on the College's covid protocols. She explained why it is important for employees and students to get their covid vaccine and boosters to remain safe and protected from the variants.

Ms. Glymph has worked in the Public Health and Environmental Safety field for about 20 years. Prior to working for the College, she worked at several private organizations.

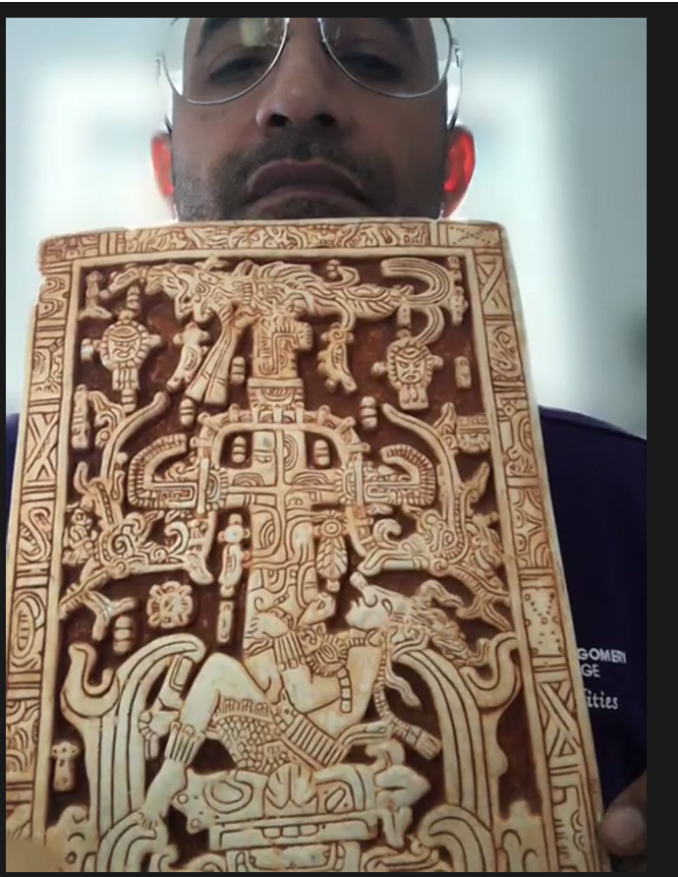




# Halloween Virtual Event

Nothing says Halloween like an MCRPA Halloween Costume event! Members came together on October 21 to play a few games and showed off their amazing Halloween costumes.

Members played a special horror movie Kahoot trivia, followed by a Scary Story game where one member started with a one-sentence story and other members had to finish the story once their name was called. Finally, everyone had a fun time guessing the celebrity in the Halloween costume. It was a fun (and scary) time had by all.



# Chat and Chill: Virtual Scavenger Hunt

The Community Engagement and Events and Membership, Marketing, and Communications committees hosted a Chat and Chill: Virtual Scavenger Hunt on September 23.

During the event, members were broken up into teams. Members were tasked with locating a list of items in their home.

If the members could locate the item mentioned, the team received one point. Members had only one minute to locate the items, and the items couldn't be used twice.

Perhaps the most exciting part of the scavenger hunt was the items that the members found. Each member had to share a story behind the items, and several members provided some interesting stories for their items.



# Lunch and Learn Events

The Professional Development Committee hosted two Lunch and Learn events for the fall and spring semesters. During the fall semester, Vice President Christine Crefton presented on the topic of *Why You Act and Don't Act: The Four Tendencies*.

Attendees learned about these four tendencies, which were Rebel, Upholder, Questioner, and Obliger. Through understanding what these four tendencies represent, members were able to become more aware of how they tend to react to certain situations and learn how to work better with their colleagues. The presentation gave members an opportunity to reconnect with colleagues and to learn a new lens on their working life.


For the spring semester, there was a special Lunch and Learn event with our special guest Ms. Sophia Mason, Director of HR Business Services, from the Office of Human Resources and Strategic Talent Management (HRSTM).

For this event, Ms. Mason gave a thorough presentation on Workday. She covered topics that included EAP, Leave Requests, and Professional Development trainings.

The Lunch and Learn event allows members to come, enjoy their lunch, and listen to a guest speaker who covers a special topic.

PowerPoint Slide Show - [Presentation1.pptx] - Microsoft PowerPoint

## The Four Tendencies explain why we act and why we don't act



**UPHOLDER**  
Meets outer expectations  
Meets inner expectations

**QUESTIONER**  
Resists outer expectations  
Meets inner expectations

**OBLIGER**  
Meets outer expectations  
Resists inner expectations

**REBEL**  
Resists outer expectations  
Resists inner expectations

**Upholder:** "I do what others expect of me—and what I expect from myself."

**Questioner:** "I do what I think is best, according to my judgment. If it doesn't make sense, I won't do it."

**Obliger:** "I do what I have to do. I don't want to let others down, but I may let myself down."

**Rebel:** "I do what I want, in my own way. If you try to make me do something—even if I try to make myself do something—I'm less likely to do it."

MC MONTGOMERY COLLEGE

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Christine Crefton

Elysse Meredith

Vickie Drake

Amy Ballard

Kimberly Robinson

vanessa Ade

vanessa Ade

Tilandra Rhyne

MC MONTGOMERY COLLEGE

### FAQ: EAP Workflow

- Review applicable resources, job aids, and/or videos to prepare; **procurement is comprised of ESS and MSS business processes**
- Confirm whether your Supplier is already in Workday
  - Search for your Supplier by name in Workday
  - If it's not there, refer to the [Create Supplier Request](#) job aid
  - If your Supplier is a College or University, refer to the [Create Supplier Invoice Request](#) job aid
- Complete your EAP documentation and save it to your computer for uploading into Workday

Sophia Mason

Nghi Nguyen

Tykesha Reed

Elizabeth Schlickman

Staffan Sandoz

Elysse Meredith

Michele Knight

Joyce Rasing

Sonja

Kathleen Boyer

Nataly Bromberg

Nadine Hayles

Adaora Nwagwe

Laurie Williams

Christine Crefton

Vickie Drake

Maria Moreno Uribe

Beth Reilly (she/her/ers)

Ramona Allen

Stacy Ford

Eniola Olowofoyeku

Elizabeth Schlickman

Cluck Nghi

Kimberly Robinson

Tilandra Rhyne

Susan Booker

Dentise T. Williams

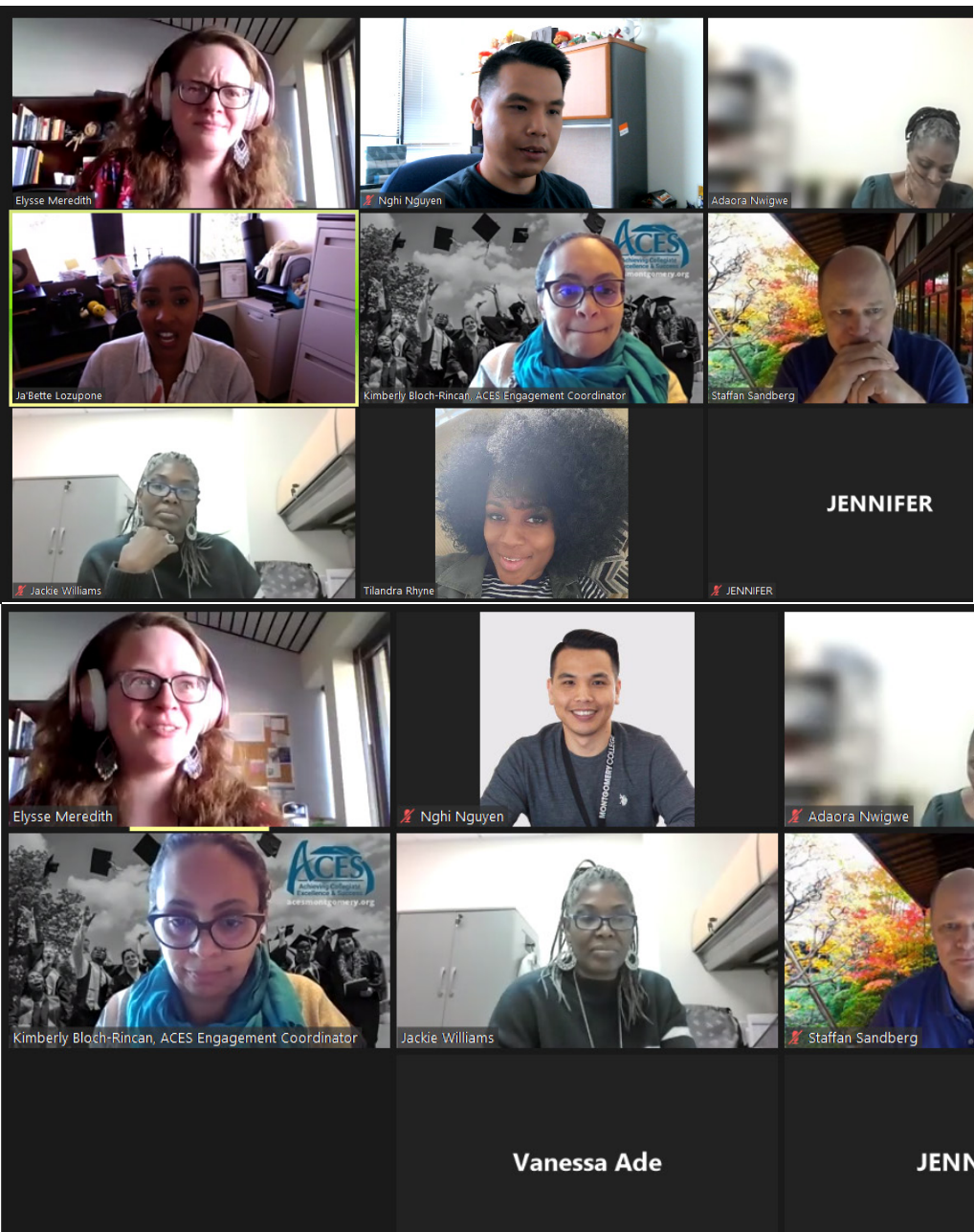
Maria Adams



# Brown Bag Lunch Events

During the fall and spring semesters, the Membership, Marketing & Communications Committee hosted the Brown Bag Lunch event for members to spend some time networking with each other. Members were also encouraged to bring their fellow colleagues to join in on the networking session.

Attendees enjoyed great conversations, and some had a chance to catch up with each other. Everyone got in on the fun with a Kahoot trivia game and also a Networking Bingo where members shared interesting stories that were displayed on the Bingo boxes.



## Bring a Friend to Game Night FA21

B I N G O				
a pet photo-bombed Zoom	baked bread	shared a meme	forgot to mute	woke up "late" for school
adopted a pet	learned a new skill	used hand sanitizer	slept 8+ hours	had a socially-distanced hangout
complimented someone's mask	dressed up	Free!	binge-watched a show	doom-scrolled
called a family member	wore pajama pants during Zoom	went on a socially-distanced vacation	took a nap	forgot what day it was
cut your own hair	forgot what year it was	ate too much junk food	randomly disconnected	read a book

# Being Adaptive in an Ever-Changing World: A ComPsych Training

MCRPA and HRSTRM partnered to present the workshop, *Being Adaptive in an Ever-Changing World*. Today, we are seeing shifts in our markets and economies, our cultural norms, our behaviors, and ourselves.

The workshop, facilitated by ComPsych, helped members learn how to thrive by being adaptive and open to changing themselves to accommodate and maximize the benefits of change in the workplace and private lives.





## Holiday Gathering

On December 8, our members came out to celebrate the holiday and to close out 2021. Everyone came ready with their festive holiday sweater to spend some quality time with each other. Along with some amazing food, everyone enjoyed a fun MCRPA Kahoot Trivia and a game of 25 Words Challenge.

For the Kahoot game, all the questions were about our members that were taking from the member spotlights. With the 25 Words game, members were split into two groups. Each group was provided 10 words. One member from each team had to give word clues while their team members had to guess the 10 words one by one. Nevertheless, they only have 25 total word clues to use. The team that could guess all 10 words (or the most words from the list) before using up all the 25-word clues would be the winner.

The Holiday Potluck is an annual event. In previous years, MCRPA had collected canned foods for Food Pantry and winter clothes for donations during the potluck.



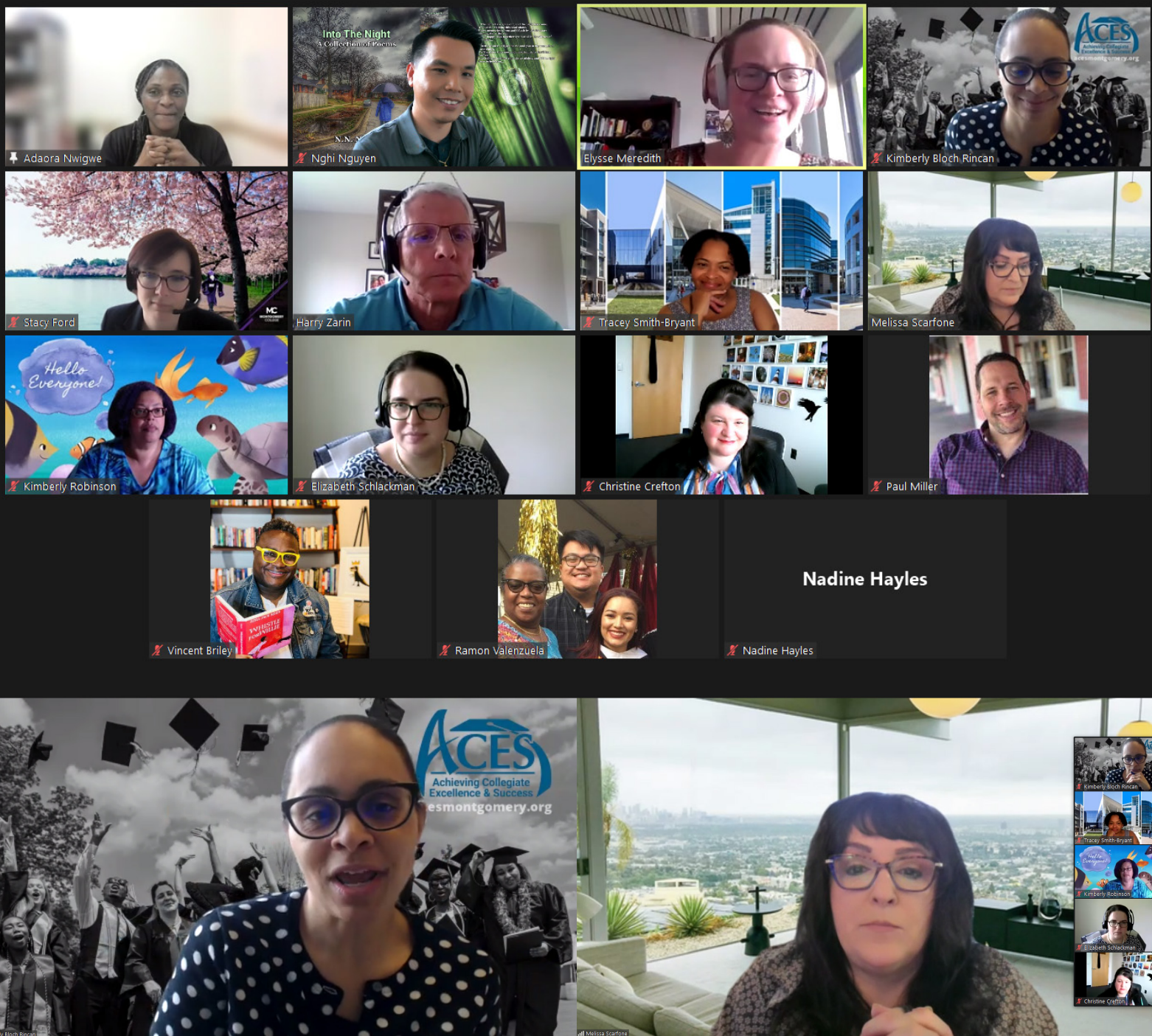
## Imposter Syndrome Workshop

In the Fall semester, MCRPA partnered with the Office of Equity and Inclusion and the Office of Student Affairs to offer employees and students the Imposter Syndrome workshop. The workshop welcomed guest speakers Dr. Rachel Bonaparte and Dr. Andrae Brown.

Imposter Syndrome was a two-part workshop. The first session was held on February 22 and the second session was held on April 5. During the workshop, participants had a chance to learn what imposter syndrome is, how it impacts a person's life, and its psychology. Most importantly, by participating in the workshop, attendees had an opportunity to learn valuable techniques to overcome imposter syndrome.

During the two sessions, participants heard from fellow students, faculty, and staff about their personal experiences with imposter syndrome. Dr. Bonaparte also shared her own personal experiences with imposter syndrome through her one-on-one interview with Dr. Brown.





## Open House Events

MCRPA continued its annual tradition of holding an Open House during the spring semester. The Membership, Marketing & Communications Committee held two Open House events, one on March 8 and another on April 13.

The MCRPA Open House gave non-members an opportunity to learn more about our mission and vision and discover the benefits and opportunities of participating in MCRPA. This year, MCRPA extended an invitation to several of the College's departments and units to come and engage with participants in a 15-minute breakout session. The breakout sessions allowed participants to meet colleagues and discover more about the department's work.

Some of the representatives present for the event included Counseling, Professional Development/ELITE, the STEM Learning Centers, the Universal Design Center, and the Writing, Reading, and Language Centers.



# Five Weeks of Fun

In honor of MCRPA's 10-year anniversary, the executive team wanted to do something special and hosted a series of fun, in-person social events leading up to our Annual Retreat and Anniversary dinner.

We hosted several events throughout Montgomery County—one each week leading up to the retreat. Some of the events included a member favorite, Karaoke at East Dumpling, where members came together over dumplings and other small plates to sing our hearts out in glorious MCRPA fashion. We learned that MCRPA truly does have talent!

Another event included a night of great conversation and bowling at Lucky Strike in Bethesda. We saw some competitive spirits come out as three winners walked away with gold, silver, and bronze medals. Nevertheless, because it was all in good fun with MCRPA, all attendees walked away with a trophy.

We also hosted a Social Hour at Denizens Brewing Company in Silver Spring, where members enjoyed intimate conversation over small bites in the outdoor beer garden. Members relaxed, relished in the warm weather, and learned more about each other as some discovered they worked on the same campus after meeting for the first time.

Our Five Weeks of Fun event series culminated with the Annual Retreat the following week, where members came together for the first time since going remote for the pandemic. During the event, everyone was able to reconnect, rediscover, and re-energize with fellow members, students, and other participants.







## MCRPA Awards Five Students with Scholarships

On Thursday, May 26, MCRPA held its 7th Annual Retreat on the Germantown Campus. The retreat was open to all College employees and also marked the first time that students were invited to take part in this professional development opportunity.

Last year, MCRPA submitted and was awarded an innovation grant to help fulfill its mission of including students in the important work of promoting community, service, and growth. We knew we wanted to involve students in our initiatives in a meaningful way. This meant creating programming that would be mutually beneficial to our employees and students alike. One way we met this goal was by collaborating with the Office of Academic Affairs and Equity and Inclusion to curate a two-part workshop series on Imposter Syndrome, which was open to the campus community, including students.

After receiving the scholarship funds, a committee was put together to develop a scholarship application, process, and rubric to identify students eligible for the MCRPA Leadership Scholarship. The application included a series of short essay questions that focused on leadership experiences and theory. More than 50 students submitted applications. The committee selected the top five students and invited them to participate in and be recognized at our annual retreat. The students awarded were Kweku Agyepong, Anjum Begum, Swechchha Shrestha, Jonathan Spires, and Cyrille C. Wadji Tchatcho. Each student received a \$500 scholarship to go towards tuition costs for an upcoming semester at MC.

We want to thank the Scholarship Planning Committees members for their work: Christine Crefton, Tilandra Rhyne, Kimberly Bloch-Rican, Eniola Olowofoyeku, Chauncy Butcher, and Nghi Nguyen.





**From left to right:** Elysse Meredith, Nghi Nguyen, Paul Miller, Christine Crefton, Tilandra Rhyne, Jacquelyn Williams, and Adaora Nwigwe.

## Leadership Elections: New Leadership Team

MCRPA opened up nominations for leadership roles for the 2022-2024 term on March 9.

There were seven positions up for election: President, Vice President, Secretary, Community Engagement and Events Chair, Community Engagement and Events Vice Chair, Membership, Marketing and Communications Chair, and Professional Development Chair.

Members were able to nominate themselves or any active MCRPA member for the available positions. A person could be nominated for multiple leadership roles during the nomination period. However, each person could only accept one serving role. Terms were for two (2) years, beginning on July 1 and ending on June 30 of the academic calendar year.

After the confirmation period in late April, the new leadership team members were announced as followed:

Christine Crefton, President; Paul Miller, Vice President; Nghi Nguyen, Secretary; Elysse Meredith, Community Engagement and Events Chair; Tameka Cruz, Community Engagement and Events Vice Chair; Tilandra Rhyne, Membership, Marketing, and Communications Chair; and Elizabeth Schlackman, Professional Development Chair.

We want to thank our current leadership team members, especially those who are stepping down after their term ends, for all their hard work and dedication.



# MCRPA 7th Annual Retreat

The MCRPA Annual Retreat returned for the seventh time this year in person on the Germantown Campus. The theme for this year was *Letting Go and Embracing the New*, and it also marks the first time students were invited to kick off the first MCRPA Leadership Scholarship.

President Jermaine Williams stopped by to speak to attendees and also to congratulate MCRPA on its 10 years anniversary. The keynote speaker for the day was former MCRPA President, Dr. Ja'Bette Lozupone, who spoke about the importance of being truthful to oneself. A wellness activity, led by Ms. Vameka Davis, gave attendees a chance to relax and work on their core fitness.

Overall, there were over 35 people who attended this year's annual retreat. Post-survey results showed attendees enjoyed the event through the various activities planned for the day. Most importantly, participants welcomed the fact that the retreat was once again in person. It gave them a chance to interact with many people they haven't seen in quite some time.







## Members Celebrate MCRPA's 10 Years Anniversary

MCRPA celebrated its 10th anniversary with a formal dinner on Friday, June 17, on the Germantown Campus. Members were treated to a delicious meal and enjoyed some fun games along the way that included prizes.

We want to thank members who attended our 10th Anniversary Dinner! [View the photo slideshow](#) we ran during the event to reflect on the last 10 years. You can also view some photos on our Facebook page if you did not attend.

MCRPA wants to take this opportunity to thank all our supporters (administrators, members, community groups, etc.) for 10 wonderful years. Without your support, the association would not be where it is today.



# 10-Year Anniversary Congratulatory Messages

**Margaret Latimer**, *Vice President and Provost, Germantown Campus*

Congratulations on your 10 years anniversary. Any and every 10-year anniversary is a reflection of the commitment and dedication of at least two people—in the case of the MCRPA, of many people. That two of those years were during a global pandemic, speaks volumes about your commitment to each other and to the Association. You did more than transition to the virtual world. You performed in your professional capacity – you did your jobs, well. You supported your work colleagues, your families and friends. Some of you parented. I believe the Nobel Prize Committee is convening to create an award for those who parented during the pandemic, and if not, they should. And still, you found time and energy for each other and to grow as a professional.

The pandemic played out alongside political and social movements that are challenging and changing norms and pushing boundaries—globally, nationally, and in offices at MC. I know that many of you have been inspired and motivated to be part of “this moment in history.” Many have been nudged or pushed out of your comfort zone. That is where you grow. New voices have emerged on the national stage and within the County and the College. The need for leadership is enormous. We also need people with the courage to follow a leader – someone who has demonstrated integrity, compassion, passion, wisdom, someone who has pushed boundaries, shared knowledge – someone who has taken risks, tried and failed and tried again, wiser – is enormous.

There is churn at the College. People are finding new opportunities outside of MC. People are coming to MC for the opportunities we offer – to be part of something bigger than an individual – to touch the future the way that every person in education does, no matter your role. This past decade has been one of great change and the next one will be, as well. Whether you transition into or out of MCRPA, the relationships you have developed and nurtured, the gift of time, friendship and support that you have offered each other, will be rewarding in ways both professional and personal when you mark the next decade. The College and the world will continue to churn, offering you opportunities and challenges. Embrace them.

**Michael Mills**, *Vice President, Office of E-Learning, Innovation, and Teaching Excellence*

Congratulations to MCRPA for 10 years of helping MC employees strive to reach their fullest potential. You provide wonderful professional development opportunities that allow everyone the chance to learn and to grow. Keep up the great work!





# Member Accomplishments

**Adejumoke Vanessa Aderibigbe** - Received Google Project Management Certification (June 2021); World Class Assistant certification (August 2021); Practical application of Agile Project management (May 2022).

**Vincent L. Briley** - Received a Fulbright in the Classroom (FIC) grant from the Fulbright Association for Fall 2021; and Completed the Montgomery College 28th Leadership Development Institute (LDI) for 2021-2022.

**Christine Crefton** - Earned a Doctorate in Educational Leadership and Management with a specialization in Organizational Development and Adult Learning from Drexel University in Philadelphia, PA (2022) and Completed the 28th LDI Cohort.

**Ramon Luis De La Cruz** - Published my first installment in the "Time Is Greater Than Money" series (2021); Wrote, produced, performed and released 9 new songs on "LOVE the album" (2022); and Launched two Open Sea NFT Collections: LOVE the album and realMunch Premiere collection (2022).

**Colleen Dolak** - Raised over \$20k in funds for students from over 90 donors for 2021 Day of Giving.

**Javon Inman** - Completed Master of Education in Instructional Technology.

**Alejandro Leopardi** - Poem, "What If," was published in The Sligo Journal 2021; Received the Montgomery College Outstanding Faculty Award for Excellence in Teaching for AY 2021-2022.

**Ja'Bette Lozupone** - Recipient of the Manuel A. Casiano Outstanding Dissertation Award from Hood College (2021); Launched Wishful Doing LLC (2021); and Delivered a TEDx Talk on Transcending Wishful Thinking To Wishful Doing (2022).

**Tracee Matthias** - Admitted to the University of Maryland's Teaching and Learning, and Policy and Leadership with a specialization in Education Policy and Leadership Ph.D. program (2022).

**Nancy Newton** - Completed my Doctorate in Education from Johns Hopkins University (2021); Named an MC Excellence in Equity Award winner (2022); and Elected to serve on the Board of F.I.S.T. (2022).

**Nghi Nguyen** - Published poetry collection book, *Into the Night: A Collection of Poem*.

**Tykesha Reed** - Co-Author in published Anthology project with Les Brown. Book: *You Are Enough* - My Chapter: *Self-Care is Not a Beauty Regimen*, 2021

**Tilandra Rhynne** - Received Montgomery College Staff of the Year 2021-2022 award; Completed Master of Business Administration degree.

**Tracey Smith-Bryant** - Graduated from the 2022 Emerging Leaders Program sponsored by Leadership Montgomery.

**Sean Wright** - Completed Master of Health Administration.







## Welcoming Our Newest Members

Since March 2020, MCRPA has welcomed 30 new members. The Association now has 100 active members that include administrators, faculty, and staff. Below are the 30 new members who have joined MCRPA.

Vanessa Aderibigbe, Wyckham Avery, Jennifer Baugh, Vincent Briley, Yasmin Bromire, Britney Carter, Astrid Correa-Adbullah, Denise Cummings, Archana Dunham, Nadine Hayles, Jenny Hodges, Colleen King, Julie Loy, Kimberly Maffeo, Sophia Mason, Sandra Menzies, Paul Miller, Hoa Nguyen, Sonia Pruneda-Hernandez, Joyce Rasing, Jennifer Ray, Beth Reilly, Carlos Molina Rosales, Michelle Samedy, Staffan Sandberg, Tracey Smith-Bryant, Terre Thomas, Carla Trimuel, Ramon Valenzuela, and Sepydeh Yousefi.

You can learn more about some of these members who are featured in the [MCPRA Monthly Member Spotlight](#).

### Contact Us

Email us at [mcrpa@montgomerycollege.edu](mailto:mcrpa@montgomerycollege.edu) or visit us at <https://www.montgomerycollege.edu/offices/mcrpa/>