



► COMMUNITY



► Service



► GROWTH

MCRPA *News*



Message from the President

As we embark on a new academic year, I would first like to say congratulations and thank you for participating in Montgomery College Rising Professionals Association's first ever electoral process earlier this year that culminated in April. With a membership of almost 70 employees, we had over 55% of our membership take part in the election. That is amazing news! Even more impressive is the number of newly elected leadership team members who are new to MCRPA. The leadership team is comprised of 11 positions, of which 6 are held by newly joined members.

To keep with tradition, the newly elected leadership team met earlier in July for our annual leadership retreat where we began planning for the upcoming year. One of the things we look forward to is connecting more with our constituencies through our staple events and new and exciting programming over the next two years.

Collectively, we have decided to focus on a theme for our program offerings: "The Year of Engagement", in an effort to give intentional attention to building stronger relationships with our members and college employees, our students, and our community, to set a strong foundation from which we hope to grow and sustain our partnerships and membership.

If you are looking for an opportunity to network and meet new people, or you want to get involved and learn more about the Association, our committees are always looking for new members and helping hands. Consider joining a committee or volunteering to serve in a limited capacity at upcoming events and workshops.

Our calendar of events and meeting schedules will be posted online and you are welcome to sit in at any of our scheduled meetings. We welcome and encourage member feedback and suggestions to ensure we are providing you all with desired programming. We are excited about the year ahead and we look forward to working with you, for you, and getting to know you better. Cheers to a new year!

Sincerely,
Tilandra Rhyne
MCRPA President 2018-2020

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2018

MEMBERSHIP

70 members

Leadership

President

Tilandra Rhyne

Vice President

Shakenna Adams

Secretary

Carla Best-Otubu

Committees

Membership

Chair

Dana Daniels

Vice Chair

Maryam Wright

Engagement and Events

Chair

Rhonda McLaren-Scott

Vice Chair

Carroll Rollman

Professional Development

Chair

Eniola Olowofoyeku

Vice Chair

Susan Ucanay

Communications

Chair

Stacy Keller

Vice Chair

Stacey D. Miller

Mission

We empower our members to write their own career stories and to advance themselves into bright professional futures. We collectively seek out opportunities to learn and grow as individuals and as rising professionals.

Our Vision

The Montgomery College Rising Professionals Association seeks to identify, serve, and involve employees mutually interested in guidance, support, and mentoring. These individuals, all in the early stages of their careers, are mutually interested in guidance, support, and mentoring. We endeavor to inspire, connect, engage, and propel our members forth into meaningful relationships and leadership positions within the College and throughout the community.

Our Values

Achievement * Initiative * Professionalism * Service * Growth * Continuity

Member Milestones

Shakenna Adams-Gormely

- Selected to serve on the President's Advisory Board for Equity and Inclusion.
- Completed the ELITE Professional Development cohort program, Developing the Skillful Supervisor

Ramica Allen

- Completed the ELITE Professional Development cohort program, Developing the Skillful Supervisor

Diana Benson

- Selected to serve on the President's Advisory Board for Equity and Inclusion.

Kimberly Bloch Rincan

- Completed the ELITE Professional Development cohort program, Developing the Skillful Supervisor
- Presented a workshop at the College Board's Annual Dream Deferred Conference in Houston, TX which was an overview of the ACES program.

Chauncy Butcher

- Selected to serve on the Telework Taskforce
- Selected to serve on the Orientation for First-Year Students Taskforce

Tiffany Copeland

- Selected to serve on the President's Advisory Board for Equity and Inclusion.

Burcu Crothers

- Graduated with a Masters in Management from the University of Maryland
- Received the Outstanding Service Award

Maria Adams Davison

- Selected to serve on the President's Advisory Board for Equity and Inclusion.

Ramon De La Cruz

- Selected to serve on the President's Advisory Board for Equity and Inclusion.

Jean Deutcheu

- Completed the ELITE Professional Development cohort program, Developing the Skillful Supervisor.

Shane Doyle

- Re-elected Chair of the Staff Council and Vice-chair of the College Council

Britney Green

- Obtained the Event Management Certification at Montgomery College

Stacy Keller

- Selected to serve on the President's Advisory Board for Equity and Inclusion.
- Obtained the Prosci Change Management Practitioner Certification
- Completed the CSUN Assistive Technology Certificate.
- Presented at the Maryland Distance Learning Association Conference
- Presented at the League of Innovation in Community College.
- Excepted to Present at EDUCAUSE 2018

Jeremi Lecuyer

- Completed the ELITE Customer Service Pathway

Kaylin Nguyen

- Completed the ELITE Professional Development cohort program, Developing the Skillful Supervisor

Nghi Nguyen

- Attended the Alternative Summer Break 2018 with fellow member, Nik Sushka, with 12 MC students to New Jersey to help rebuild house projects with the volunteer organization, Saint Bernard Project (SBP), and AmeriCorps.
- Completed Crucial Conversations 2-day Workshop
- Completed Conflict and Communication Learning Pathway from ELITE
- Volunteered for MC's Good Deeds Day

Eniola Olowofoyeku

- Selected to serve on the President's Advisory Board for Equity and Inclusion.
- Completed the ELITE Professional Development cohort program, Developing the Skillful Supervisor

Tykesha Reed

- Obtained the Prosci Change Management Practitioner Certification
- Revived the Adobe Captivate Specialist Certificate

Tilandra Rhyne

- Obtained the Prosci Change Management Practitioner Certification
- Completed the ELITE Professional Development cohort program, Developing the Skillful Supervisor
- Completed the ELITE Professional Development 3-day Facilitative Leadership program
- Completed ELITE Professional Development Getting Things Done
- Began Master of Business Administration degree
- Accepted into Leadership Montgomery's Emerging Leaders 2019 cohort
- Volunteered for MC's Good Deeds Day

Kimberly Robinson

- Completed the CPOD Career Development Learning Pathway
- Chaired the MCRPA Membership Committee
- Volunteered for MC's Good Deeds Day
- Served on MC's Operational Services Council

Tomekia Williams

- Completed the ELITE Professional Development cohort program, Developing the Skillful Supervisor

New Members

Dana Daniels

Jean Deutcheu

Christian Gbewardo

Stacy Keller

Tykesha Reed

LaToria Strickland

Anestine Theophile-LaFond

Get Involved

Interested in serving on a committee for a project, an event, or in any other capacity?

Contact us to learn more about how to get involved with MCRPA.

Learn about MCRPA

www.montgomerycollege.edu/mcrpa

Contact Us

mcrpa@montgomerycollege.edu

Did You Know

You can get to know Members outside of work life through featured Member Spotlight.

Facilitating Leadership and Social Change

Late this spring, a small cohort of our membership participated in the three-day workshop: Facilitative Leadership for Social Change offered through ELITE. Those members included Eniola Olowofoyeku, Tilandra Rhyne, Tori Strickland, and Christine Tracey.

Effective leadership in these times is not about striving to control what is uncontrollable; rather, it is about creating the conditions for groups, teams, organizations, and communities to effectively and creatively cope with threats and leverage opportunities for greater social impact. Facilitative Leadership for Social Change is grounded in the belief that today's leaders must inspire and create conditions that enable others to be their best in the pursuit of shared goals. This includes making it easy for others to offer their unique perspectives and talents, speak up when they have problems, take initiative, make appropriate decisions, work with others, and share responsibility for the health of the team, organization, or community.

Designed by Interactive Associates, Facilitative Leadership is built on, and guided by three principles:

1. Being a good leader is a timeless pursuit. The requirements of leadership, however, evolve as the world grows more complex and interdependent. Today's leaders must not only manage resources; they must facilitate, and involve others in the process of change and continuous improvement.
2. The challenge of leadership touches every one of us. No matter what job we do or position we hold, we are called to take responsibility for the success of our organizations.
3. Building leadership capability is a process of self-awareness, skill development and personal commitment. In the last analysis, it is up to you, the participant, to transform what you learn into the habits of daily work life.

By participating in Facilitative Leadership, you will gain practical skills and tools to empower others to work together to achieve common goals. This leadership model encourages leaders to facilitate increased involvement of others in planning and decision making, yet still remain accountable for the results produced.

Facilitative Leadership is organized around Seven Practices for involving and empowering others:

1. Share an Inspiring Vision
2. Focus on Results, Process and Relationship
3. Seek Maximum Appropriate Involvement
4. Design Pathways to Action
5. Facilitate Agreement
6. Coach for Performance
7. Celebrate Accomplishment



Emerging Leaders – Leadership Montgomery

Patricia Polimadei, Community Engagement Specialist and Tilandra Rhyne, Nursing Administrative Coordinator, have been selected to join the 2019 Emerging Leaders Class of Leadership Montgomery. A nonprofit, nonpartisan organization, Leadership Montgomery's mission is to educate, inspire, convene, and connect current and emerging leaders to advance Montgomery County. Through a series of monthly, interactive sessions, participants have a unique opportunity to increase their understanding of the complex social and economic issues facing Montgomery County and the region.

Leadership Montgomery has more than 2,200 graduates from its Core, Senior, Emerging Leaders, and MoCo Insider programs. Leadership Montgomery graduates play an active role in the community, serving on numerous State, County, and nonprofit boards and committees. For further information, contact Ali Levingston, Vice President, Leadership Programs at ali.levingston@leadermont.org, or (301) 881- 3333, or visit the organization's web site, www.leadershipmontgomerymd.org.

We encourage our members to take part in this amazing program. With the support of the President's Office, one MCRPA member has the potential to receive financial backing to cover the cost of tuition, if selected to participate through Leadership Montgomery's application process. MCRPA will be hosting information sessions later in the year if you are interested in applying for next year's cohort.



Chats with Chiefs – Dr. Jamin Bartolomeo

During the spring semester, MCRPA was honored to have Dr. Jamin Bartolomeo as our guest for Chats with the Chief. Dr. Bartolomeo is the Collegewide Dean for Student Access and the Germantown Dean of Student Affairs. Dr. Bartolomeo began his career at Montgomery College in 2006 as a counseling faculty member, the department chair at the Takoma Park/Silver Spring Counseling Department; Interim Associate Dean for the Germantown Campus, and most recently as Associate Dean for Student Access and Germantown Student Services.

Currently, Dr. Bartolomeo is responsible for the collegewide areas including Admissions and Enrollment Management, Assessment Centers, Recruitment, Student Information Systems, Welcome Centers, and the Response Center. He also serves as a support to the Germantown Behavioral Intervention Team (B.I.T.) and conducts the Student Code of Conduct processes which includes academic, disciplinary, and suspension cases on the Germantown Campus.

Dr. Bartolomeo spoke about his career and gave some wonderful advice to attendees. One of the pieces of advice he gave is to always appreciate and cherish

the colleagues with whom you work. He talked about the importance of creating an environment where people feel valued and empowered to make decisions on their own. The event was well-attended. MCRPA wants to thank all members who were able to attend the event, and a special thank you to Dr. Bartolomeo for volunteering his time with the association.

Good Deeds Day

On April 9th, Montgomery College, MCPS, the Universities at Shady Grove, and the ACES program came together for Good Deeds Day with the Soaring Words organization. Good Deeds Day is a global day that unites people from 93 countries to do good deeds for the benefit of others and the planet. This year, MC, MCPS, USG, and the ACES program teamed up to create Soaring words quilts for children with chronic and serious illnesses.

Good Deeds Day event was held at the Takoma Park/Silver Spring, Rockville, and Germantown campuses. MCRPA Member, Nik Sushka, Student Life – RV Campus, was the coordinator of the event for the college. Some of our MCRPA members had a chance to participate in this event.

Each year millions of children around the world suffer from chronic or serious illness. Soaring words' mission is to inspire ill children and their families to take active roles in self-healing. When kids are ill at home or in the hospital, they have to hang out in bed for a long time. We can help transform a child's bed by adding a cozy, colorful quilt and pillow decorated with special messages and artwork. Together, we will help a child feel loved and supported and inspire them to heal.





Leadership, Management, and Supervision Cohort

This past year several of our members completed the Developing the Skillful Supervisor offered through ELITE. Members included Shakenna Adams-Gormely, Ramica Allen, Kimberly Bloch-Rincan, Jean Deutcheu, Kaylin Nguyen, Eniola Olowofuyeku, Tilandra Rhyne, and Tamekia Williams.

Developing the Skillful Supervisor (DSS) is an interactive cohort program that provides a comprehensive understanding for new and aspiring managers and supervisors of the skills and competencies essential for a successful transition into unit, team and shift leadership positions. Participants learn about organizational

functions and responsibilities, practice written and verbal communication and problem solving, set goals and identify desired outcomes, prioritize tasks to effectively managing time. Along with skills, cohort members acquire strategies for enhancing their leadership credibility--through professional expertise, personal integrity, and institutional knowledge.

Both internal and external class facilitators bring a wide range of expertise. Class presentations and activities enable participants to reflect upon the role of manager/supervisor, fill gaps in skills and knowledge, and build community with colleagues also moving up. Cohort members have the opportunity to work one-to-one with an MC mentor and to deepen their understanding of what it means to be focused on student success collegewide.

During this 5 month program, our members were able to network and engage with one another, and build stronger relationship organically, all while working toward a common goal – gaining critical professional skills to become better versions of ourselves. This is a wonderful MC –sponsored professional development opportunity that we encourage all of our members to take advantage.

Although DSS will not be offered this year, MC Management and Leadership Development Institute are two great programs being offered through Elite. Both programs are currently accepting applications for the fall. For more information on any of these programs, visit the [Employee Professional Development page](#) at

<https://www.montgomerycollege.edu/offices/elite/employees-professional-development.html> or seek out one of your fellow members to ask about their experience.

Managing Stress with Mindfulness and Other Tools

On May 8th, we offered the workshop, Managing Stress with Mindfulness and Other Tools. The workshop focused on learning about different mindfulness exercises that can have a positive impact on the way you handle stressful situations in both your professional and personal life. MCRPA continues to maintain our partnership with Holy Cross Hospital and Next-Generation Wellness at Work this past spring. Once again, we offered two dynamic programs for both members and non-members.



Healthy Cooking Demo

On May 9th, we offered the Health Cooking workshop. Attendees received cooking tips and hacks that will make life easier and healthier. They learned how to add a nutritious boost to their daily meals.

Re-Energize, Re-Engage, Re-Invent

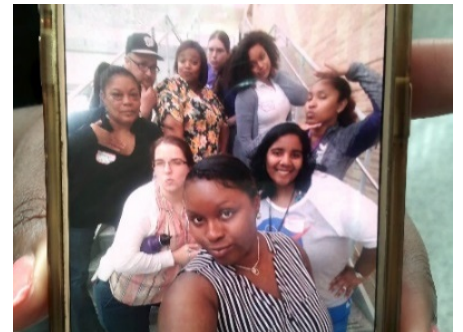
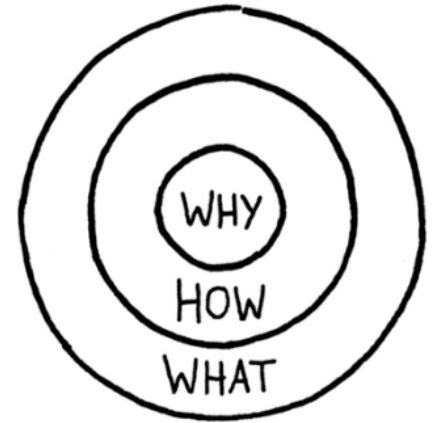
Passion + Purpose + Presence + Play = Powerful Possibilities

The fourth annual MCRPA retreat on June 21, 2018, was attended by 30 active members. The theme of Re-Energize / Re-Engage / Re-Invent was realized throughout the many activities of the day. Each of us shared something of importance during the show and tell and MCRPA leadership had a chance to reflect on the impact of the association on our membership and on MC. These primers gave us a glimpse into each individual and how MCRPA provides value.

We explored our “Why?” also known as Simon Sinek’s Golden Circle. We all know what we do and most of us can share how we do it, but the why gets to the heart of our passion, purpose, and presence. Our members imagined what kind of leader they would like to be known as and learned the concepts of transformational leadership before experiencing a goodies auction. The auction showed us that we need to take risks and work hard for what is important to us. Often we say we want to change for the better, but we also hesitate when faced with the realities of change, not out of fear of success but out of fear for any negative circumstances that come about because of success. The auction was a fun, and loud, way to discover how we explore our fear of change, commit to decisions, and showed how our values affect the risks we take when we’re put “on the spot.”

The day also included some rejuvenation with a shared lunch of pizza and salad, the introduction of the balance wheel, and some stress-reducing exercises. If we consider our lives as being balanced like a wheel then the different areas of our lives are evenly balanced and receiving equal attention. When our focus falls more on one area then our lives quickly become unbalanced and we find ourselves struggling, often resorting to unhealthy behaviors such as limited sleep, poor eating habits, and isolation. Breathing techniques, visualizations, and play foster healthy behaviors. To test out the idea that play reduces stress three teams of 10 participated in a photo scavenger hunt, while each person had a role and the creativity and competitiveness were running wild in these groups.

After the scavenger hunt, we had some “play time” where we created origami boxes, colored, and played games together. This led us into a plan of action talk and the impact of creating a 13-week plan to put all the lessons learned together and the creation of our magic mirror. Everyone enjoyed using their auction paddles, aka hand mirrors, to create a one of a kind custom self-affirmation mirror. The power of the magic mirror comes from the positive self-talk that reaffirms your confidence and empowers the individual. The day was packed with relationship building, gratitude, self-reflection activities, and highlighted the power of play. The activities and interactions throughout the day illuminated our passion, purpose, presence, and play to equal powerful possibilities as we shared what MCRPA means to us.




Joy / Love / Care
Relationship Building
Team Building

Developing Friendships
Sharing Ideas
Working towards making things happen

NETWORKING
GROWING YOURSELF PROFESSIONALLY
BREAKING OUT OF YOUR COMFORT ZONE

Relationships
Opportunities
Confidence

Connection
Fun >



100%
PARTICIPANTS
AGREED

1. I learned something new about an MCRPA colleague.
2. I gained one new resource, skill, strategy, or idea from this opportunity to network with MCRPA colleagues.

Brown Bag Networking Sessions

MCRPA kicked off its first Brown Bag Networking Session (BBNS) at the Rockville Campus at the end of February 2018. The format was an informal open inclusive conversation. Sessions were offered once a month during the lunch hour rotating through each of the three main campuses as well as the central services location. Sixteen members participated in at least one BBNS and six secured MCRPA leadership positions during the recent open election process.

Following introductions, members talked about hobbies, passions, work-life balance, lunchtime activities, and volunteer work. Many identified common interests and challenges while effortlessly honing their networking skills in a safe and welcoming environment. Members also inquired about the structure of MCRPA addressing issues surrounding decision-making, elections, and communication. Veteran members were essential to the BBNS as they were able to provide a historical perspective on the evolution of MCRPA. Members shared ideas for having a voice and becoming more engaged in MCRPA. At least 80% of attendees felt that the sessions were well paced and appropriate for the audience. Open-ended survey comments emphasized the importance of open dialogue, connecting with members, and feeling comfortable among colleagues. Overall, the Spring Brown Bag Networking sessions were a success.

Chat and Chill- Karaoke

MCRPA, Membership Committee offered their annual Chat & Chill Event on March 23rd at East Grill Karaoke, where all enjoyed a private room. The event had a small turnout, which ensured everyone had a turn at the microphone for favorite solos and group selections. The best thing for those who attended was everyone really had a chance to get to know each other. Overall, karaoke night was a big hit with all in attendance singing their hearts out and having fun with their inner-Rock Star!

