



Staff Council Newsletter

Staff Forum at Spring Opening Meeting

By Erin Hudgins



Faculty and Staff at Spring Opening Meeting

The Staff Council hosted the Staff Forum at the Spring Opening Meeting on Tuesday, January 20, 2015. Several guests were invited to speak, including Belva Hill (SED Committee Chair), Sarah Espinosa (Office of the Ombuds), David Sears (Senior Vice President of Advancement and Communications), Felecia Zuelsdorf (Office of Human Resources), and Liz Brandenburg (President, AFSCME). Exciting plans for Staff Enrichment Day (SED) were shared. SED is scheduled for the Rockville Campus on March 13, 2015. Ms. Espinosa

shared that the Office of the Ombuds has already seen many employees this reporting year, and reminded staff that her office is impartial, informal, independent, and confidential. Mr. Sears shared ways that staff can support the College's fundraising efforts beyond just giving money. Some of those methods include 1) Volunteering with initiatives hosted by the Foundation, 2) Joining one of the volunteer Boards, 3) Recommending members for the Boards, 4) Giving feedback and constructive critiques of existing marketing campaigns, 5) Advocacy efforts with local and state government, and 6) Attending events around the County as representatives of Montgomery College. Mr. Sears shared that he has an "open door" policy and is always available to mentor other employees. Ms. Zuelsdorf reviewed past events hosted by the Year of the Employee committee, and shared some additional planned events. The Year of the Employee is partnering with the SED this year.



There was a full house of attentive listeners to the presentation by the president and senior vice presidents.

Upcoming Staff Meeting Dates

04/2/15	MK 318
04/30/15	OITB 309
05/7/15	BOT 105

Inside this Issue:

Staff Forum	1
Staff Forum	2
Year of the Employee	3
Spring Break Info	3
SED	4
SED	5
MC Heart Health	6
MC 2020 Report	7
MC News	7

More Information form Staff Forum

Continued from Page 1



Ms. Brandenburg relayed several changes that were proposed in the most recent union contract negotiations. They have requested that callback hours for employees be increased to four hours per callback, that union representatives be included in any future furlough discussions, that union representatives be included in any discussions involving increasing parking fees for employees, that regular part-time staff be included in essential personnel pay, and that the “pot” for bargaining staff EAP funds be increased. Ms. Brandenburg stated that the proposed salary adjustments for fiscal year 2016 are 2.5% for the gross wage adjustment (in July) and 3.5% for the evaluation adjustment (in the fall). Ms. Brandenburg shared that AFSCME is always looking for new members, and that there will be elections for new officers soon. In response to questions, she shared that many current members are available to mentor new union members, and that the “big” contract negotiations will start this coming September, and include a complete renegotiation of the union contract. She asked that staff who have suggestions about items to include or changes to the bargaining contract should contact union executives.

MC: Year of the Employee Activities *By Felicia Zuelsdorf*

During the fall semester 2014, the Year of the Employee had an exciting pre-kick off at the Montgomery College family picnic and the official kick off at the Human Resources and Strategic Talent Management (HRSTM) Open Houses! Held at the three main campuses and WDCE, the open houses connected HRSTM with our employees and featured giveaways, games, and wellness activities to show our appreciation.

Other events include the Year of the Employee Breakfast with Dr. Janet Wormack. Employees have the opportunity to speak with Dr. Wormack and ask questions in a relaxed setting. Future Year of the Employee Breakfasts are on the following dates:

- **March 13 (MKE 325)**
- **April 3 (MKE 325)**
- **May 8 (MKE Lobby)**



The MC Athletics department joined in with their Faculty/Staff Appreciation Night at the Rockville Campus. MC Athletics presented their thankfulness to all staff and faculty during halftime activities during the men's and women's basketball games. Academic Affairs held their Holiday Open House hosted by Dr. Sanjay Rai. The festive event gave the Academic Affairs staff and faculty an opportunity to see the new office and to socialize with their peers. More events about the Year of the Employee will come via email and Inside MC as we continue to celebrate and appreciate YOU!

Year of the Employee

By Felicia Zuelsdorf

Montgomery College is proud to recognize and award its employees. As the Year of the Employee continues, here is a quick reminder of the three easy ways for you to show appreciation for Montgomery College staff:

- **SOS Award**
- **Special Recognition Award**
- **Outstanding Service Award**

The SOS Award became part of Human Resources and Strategic Talent Management (HRSTM) in January 2015. The award is a peer-to-peer recognition trinket program for employees to recognize and appreciate their peers who provide exceptional service, outreach, and support to the internal Montgomery College community. The Special Recognition Award is a cash award in the amount of \$400 for bargaining and non-bargaining staff. Anyone may recommend Associate and Support Staff for a Special Recognition Award. The Outstanding Service Award is a one-time, lump sum cash award in the amount of \$2,000.00. An eligible Associate and Support Staff employee is one who:

- performs the duties and responsibilities of the assigned position in a sustained, outstanding manner and whose work is continuously well above expectations, or
- has made an exceptional contribution, or provided exceptional service, to the College on a one-time basis.

Spring Break Information shared at Staff Forum

Continued from Page 1



The question on many employees' minds is about the status of Spring Break 2016. Ms. Brandenburg stated the staff being granted the whole week of Spring Break off was a reward for their patience through the furloughs and wage freezes in recent years. The number of holidays that each employee may have off from work is determined by the County, which is why the week of Spring Break was granted as *administrative leave*, not *holiday leave*. Being closed for the whole week meant increased costs for the College due to having to pay essential personnel overtime. At the same time, it meant a loss of revenue from outside groups that wish to rent College space when it is not in use for conferences and other events, leading to a double loss of funds. Because of these factors, Spring Break 2015 will be the last planned break with the entire week off. Staff should expect that in the future, the most that would be granted off as *holiday* for Spring Break would be the 1-2 days that we have had in the past. Of course, staff can plan to use leave during the rest of the week if they so desire.



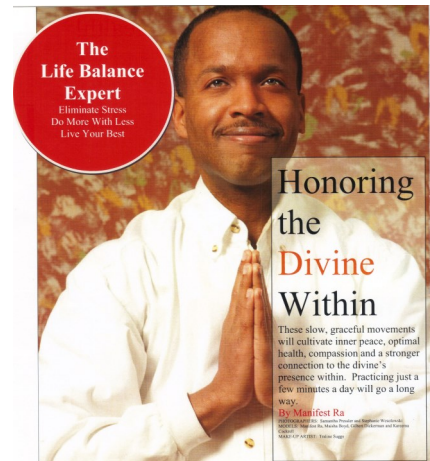
MESSAGE FROM THE PRESIDENT

"If you are a staff member of the College, I hope that you will save part of Friday, March 13, to participate in Staff Enrichment Day (SED). The events will take place on the Rockville Campus from 8 a.m. to 4 p.m. It is a great way to share the work you do at the College with your coworkers, as well as to share your appreciation for one another."

Dr. DeRionne Pollard, President

KEYNOTE SPEAKER: MANIFEST RA

Manifest Ra is a Life Balance Expert, Transformational Speaker & Tai Chi-Chi Gong Ambassador, Wellness Consultant, and Author. He is the CEO of Manifest Innertainment LLC, a life balance, wellness and empowerment company that provides motivational speaking, life balance & wellness workshops and special events. He is the morning speaker for SED.



FREE SHUTTLE SERVICES



You want to attend this awesome event but don't have a ride? Do not worry! Just contact Kaylin Nguyen at kaylin.nguyen@montgomerycollege.edu for a free ride! Pick up locations are at the Takoma Park/Silver Spring and Germantown Campuses, and yes, we will take you back at the conclusion of the event.

Additional Details refer to the Official Website: <http://cms.montgomerycollege.edu/staff-enrichment-day/>. Find out about the Keynote Speaker: Manifest Ra (Life Balance Expert & Tai-Chi Ambassador), a schedule of workshops, how to registrar for the workshops, and information about all the activities. The lunch plans are amazing.

Find out about new workshops recently added!!!! We need volunteers for the day of the event. Contact: Erin Hudgins x 7-5110

For questions in general, please contact Belva Hill at x 7-5115, Shakenna Adams at x 7-1905, or Jeff Chuang at x 7-1697.



2015 Staff Enrichment Day

Friday, March 13, 2015

Rockville Campus

In partnership with the Office of Human Resources and Strategic Talent Management (HRSTM): Year of the Employee.

All staff members MUST REGISTER for Staff Enrichment Day! Please log into MC Learns to register. Registration for workshops is done separately.



Pictures from Staff Enrichment Day 2014

Montgomery College Goes Red!!!

By Lili Rojas

No, we did not change our school colors but on Friday, February 6th the color red was all over our college. Our staff and faculty participated in National Go Red Day, a campaign to promote Heart Health Awareness. Various departments throughout the college displayed their support of this important health campaign. Heart disease is the number one killer of American women, more than breast cancer and all forms of cancer combined. Each year, 1 in 3 women die of heart disease and stroke. To increase awareness, the American Heart Association created the Go Red campaign. This National event encourages women to take steps to protect their health.

Eighty percent of cardiac events are preventable; taking steps to reduce the most common risk factors can greatly reduce one's chance of heart disease. Smoking, high blood pressure, high cholesterol, obesity, and physical inactivity are among the top risk factors associated with heart disease. Making small changes at a time can improve your quality of life and those around you. Make sure to get your annual physical exam and discuss your results with your doctor. Become more physically active by trying out a new and fun activity like dancing or joining a recreational sports league. If you smoke, join a Smoking Cessation program such as Fresh Start offered at the College. Taking steps to improve your health will give you a sense of pride and accomplishment.



Various photos of MC employees dressed in red.



Montgomery College 2020 Annual Report!!!



MCTV has captured highlights of the progress the College made in 2014 toward the goals set forth in the Montgomery College 2020 plan. The video features achievements in Educational Excellence; Access, Affordability, and Success; Economic Development; Community Engagement; and Assessment and Institutional Effectiveness.

Please share this video with colleagues and constituents and on your social media <https://www.youtube.com/watch?v=rqH9ybdzYiA&feature=youtu.be>

The Office of the Ombuds is here for YOU!

By Sarah Espinosa

The Office of the Ombuds is a resource available to all Montgomery College employees. The ombuds provides a voluntary and confidential forum to discuss workplace issues and concerns. The ombuds assists visitors in identifying options available to mitigate and/or resolve issues. The ombuds adheres to the International Ombudsman Association's Code of Ethics and Standards of Practice, including upholding the ethical principles of confidentiality, impartiality, informality, and independence.

In the first six months of Fiscal Year 2015 (July 1, 2014 – December 31, 2014), the ombuds assisted over 100 employees, 4% of the overall employee population and 6% of the staff employees. Of those served, 32% completed and returned the ombuds survey requesting feedback. Over 95% of those responding to the survey agreed that they would refer colleagues to the ombuds and return to seek assistance from the ombuds in the future. To make an appointment, please email: ombuds@montgomerycollege.edu or leave a voicemail at 240-687-6188.

Missed the President's Innovation Forum? Watch Online or On MCTV10
<https://www.youtube.com/watch?v=jy4WXQjkikg&feature=youtu.be>

YOUR VOTE COUNTS!!!

New Governance Nominations are February 23 – March 3

Elections March 24 – April 4

For more information about governance and the elections, visit:

<http://cms.montgomerycollege.edu/mcgovernance>

MC Employee Engagement Survey 2015

Please take a few minutes and complete the employee engagement survey available at the following link: <http://appserv.montgomerycollege.edu/EmpEngagementSurvey2015>. To access the survey, you will need to log in with your My MC username and password. Survey responses will remain anonymous. Survey ends **March 13, 2015**.