At our October 17 meeting, the Staff Council was visited by Steve Maloney, Director of Public Safety & Emergency Management, and Michael Dunn, Safety & Security Manager for Germantown Campus. Mr. Maloney and Mr. Dunn responded to a list of security concerns and questions prepared by the Staff Council. Many of the concerns related to security training needs for the College community, and Mr. Maloney informed the Council that Carlo Sanchez, Public Safety Training Officer, is developing a training plan that will be both holistic in addressing college- and campus-wide concerns as well as customizable to address the knowledge needed by each population at the College. Mr. Maloney stressed that they want to develop training programs that are "comprehensive and self-sustaining," rather than reactive and personality-based. Some of these programs may be launched within the next few months.

When asked how the College plans to address outdated Campus Response procedures, Mr. Maloney shared that Alice Boatman, Emergency Preparedness and Continuity Coordinator, is currently updating those procedures to better reflect the needs of the College community. In addition, David Sears, Vice President of Advancement, updated the Council on the progress of the Gateway Signage project for all three campuses. Staff Council was also updated on how the Behavioral Intervention Team (BIT) works with the Office of Safety & Security at each campus. For more information about security concerns and updates, contact your Staff Council campus representative.

WE WANT YOUR VOICE and INPUT!!!
All staff members are encouraged to come to the Staff Council with any ideas or concerns they would like to present.
Reimagining the Student Experience at Montgomery College

On Monday, September 23rd, Staff Council met with the Board of Trustees (BOT), the President, and the Senior Vice Presidents of the College to participate in the first Constituent Conversation of the FY14 academic year. The Conversation focused on an article entitled “The Challenge of Transformational Change: Reimagining the Student Experience” by Kay McClenney and Donna Dare.

In the article, McClenney and Dare describe current challenges facing community colleges, which include improving student outcomes and degree completion as well as achieving equity in outcomes across student groups. The authors also charge community colleges with establishing pathways or goals that 1) redesign students’ educational experiences to increase student success, and 2) construct coherent structural pathways to certificate and degree completion. To accomplish these goals, institutional culture must change. With this view, McClenney and Dare propose 12 recommendations as outlined below:

1. Establish Values
2. Use Data
3. Dismantle Silos
4. Break (or Change) Established Rules
5. Redefine Traditional Roles
6. Lead Courageously (The Leadership Imperative)
7. Articulate a Vision and Establish a Plan
8. Sustain Focus
9. Engage the Campus Community
10. Bend the Bureaucracy
11. Bring Practices and Pathways to Scale
12. Work within Financial Constraints

“In my opinion, this article is very informative and gives a clear picture of the challenges a community college faces in the current environment.”

Andy Lucido, Staff Council President

Dr. Womack broke the attendees into groups so that they could analyze and discuss the twelve points proposed in the article. Each group was then asked to focus on one of three key questions in relation to MC’s One College Initiative:

1. What evidence do you see of MC making progress in addressing any challenges that exist at the College?
2. Does the strategic plan, Montgomery College 2020, contain direction to help MC overcome challenges indicated in the article?
3. Is there any action you feel MC should take now to address the transformational change explored in the article?

After brainstorming, each group shared its perceptions. McClenney and Dare’s insightful article will soon be reviewed and discussed with each Council at the College.

Coming in the November Issue!
- Sneak Peek at Staff Enrichment Day
- ‘Spotlight’ on Staff Council Member
- Updates on Academic Restructuring Workgroups