



Staff Council Newsletter, 2014

Staff Council Meets with BOT and President

On Monday, September 22, the Staff Council was invited to a Constituent Conversation meeting with the Montgomery College Board of Trustees.

Hungerford Drive



Staff Council members dined with members of the Board as well as the Senior Vice Presidents. The theme of the evening was “Closing the

Achievement Gap,” and members were asked to answer one of three questions regarding this issue: “how do my department and I help all students be successful?”; “what types of data should be considered to understand and address the achievement gap?”; “are there new policies or practices that would help student success?” Each table was assigned a question which was discussed by the group, then reported their discussions and conclusions. The process was facilitated by Dr. Monica Brown, Associate Senior Vice President for Student Services, and Mr. Jason

Rivera, Collegewide Director of Learning Centers. It was very beneficial to be able to give input regarding Staff involvement in the drive to close the gap, as well as learn the perspective of the Board members and executive administrators. Of particular interest was the input from the student Board member, Mr. Carlos Mejia-Ramos, and the rich background on the issue that was provided by Ms. Norma Winffel. Ms. Winffel served on the Closing the Achievement Gap Task Force and is involved in the Closing the Achievement Gap Implementation Committee. *(see page 4)*

By Erin Hudgins

Staff Council Officers and Members 2014-15

Officers: David Anthony: Chairperson, Chiquita Mango-Haywood: First Chair Person, Ruthann Wilbraham: Second Chair Person, Erin Hudgins: Secretary, and Janice Dufour: Treasurer.

Members: Paul Jenkins, GT Staff, Norma Winffel, GT Staff, Catherine Henley, RV Staff, Matt Wilson, TP/SS Staff, Charles Harried, TP/SS Staff, Maria Casto-Trujillo, WD&CE Staff, Lily Lee, Mannakee Staff, Mary Philbin, OITB Staff, Raquel Bunai, Non-Supervisory Administrative Support Staff

Committee Chairs: Staff Enrichment Day Committee: Belva Hill, co-chair and Shakenna Adams, co-chair; Outreach Committee: Clevette Ridguard, chair

Upcoming Meeting Dates

All Staff Council Meeting are on Thursday from 1 to 3 pm

10/02/14 MKE 318

10/16/14 40 West Gude

11/6/14 MKE 318

11/20/14 GBTC 402

12/4/14 MKE 318

01/15/15 MKE 318

02/5/14 MKE 318

02/19/15 ST 301

03/5/15 MKE 318

04/2/15 MKE 318

04/30/15 OITB 309

05/7/15 MKE 318



Montgomery College

Inside this issue:

Staff Council Meets BOT 1

Staff Council Members 1

Staff Forum at Fall Opening Meeting 2

Staff Council Committee 2

MC Picnic 3

Staff Information 4



Staff Forum and Fall Opening Meeting

Thank you, everyone, for attending the Staff Forum as part of the fall opening meeting on the Germantown campus. Not only was it a success based on the huge turnout, but it is especially exciting that so many of you are vocal about your concerns and involvement. There are many ‘avenues’ for all of MC Staff to communicate with our Governance representatives, including attending the twice monthly meetings (the second one each month alternates among the campuses) and speaking with or emailing a Governance member. A few of the specific Staff Council concerns include:

- **Newsletter Clarity:** when we send out the Newsletters, make it easy to find and list the status of staff concerns, provide easy links to all the Governance Councils. The Newsletter is published in Inside MC and on the governance website on the Staff Council page. The Staff Council is taking this recommendation under consideration.
- **New Hires:** Get the word out to new hires- include governance information in new employee orientation.
- **Develop Reprisal Protection:** The Staff Council is working on the final draft and submitting it soon for Dr. Pollard’s input. If you would like to discuss further or have more information to share, speak with your campus Staff Council member.
- **Classification Review:** status, review suspension, and compensation and bonuses questions: These are ongoing processes and Staff Council is planning to invite Ms. Nadine Porter, VP for HRSTM to address these issues at an upcoming meeting.
- **Academic Restructuring:** How does it affect the budget, will Staff get a voice in the “100 day report?” When will we see an organizational chart? – We are working with the Administrative departments for clarity and a final Organizational Chart.

Other Staff related issues outside of Staff Council’s scope were addressed by AFSCME President, Liz Brandenburg. For specific details and status, please contact your union shop steward. Ms. Brandenburg discussed the suspension of reviews, the apparently unanticipated costs, and retroactive compensation.

Felicia Zuelsdorf, from Human Resources reminded us of the importance and necessity of the annual Employee Engagement Survey. Felicia shared with us that HR is promoting this year to be the “Year of the Employee,” more on that soon from HR! By Rick Servatius

“No organization, Staff council, your union, or Human Resources can work well without your input !!! We want to hear from you! “

Rick Servatius

Staff Council Committees Need You!

There are two committees within the Staff Council, and each of these committees provide a wonderful platform for you to get involved. There are events like Staff Enrichment Day, and you can join the Outreach Committee. Please consider joining the newly formed Outreach Committee. (Continued on page 4)

Montgomery College Faculty/Staff Family Picnic

Join your MC colleagues and friends for a fun afternoon of food, games, and entertainment.

Saturday, October 18, 2014 – RAIN or SHINE! 1–5 p.m.

The Grove at Smokey Glen Farm

16407 Riffleford Road, Gaithersburg, MD 20878

You must RSVP by Thursday, October 9, 2014 to attend.

Register for the MC Faculty/Staff Family Picnic at

events@montgomerycollege.edu

or call to confirm your reservation at **240-567-7974**

Please provide:

- Your name and phone number
- Number of adults (12 + years old)
- Number of children (3-11 years old)
- Any special accommodations or dietary restrictions

Important Picnic Day Information

- Let your spirit show—wear our school colors!
- Picnic Agenda
- 1–5 p.m.
- Fun, games, and entertainment
- Hot dogs and hamburgers, cotton candy, and popcorn
- 2–4 p.m.
- Chicken BBQ Buffet



Smokey Glen Farm



Barbequers, Inc.

No pets allowed and no outside coolers.

Look forward to seeing you there!

Staff Information:

Save the date!!! Staff Enrichment Day (SED) is 3/13/2015 on the Rockville Campus. Vision + Communication = Achievement. Year of the Employee. Further information to follow. Questions Contact: Belva Hill or Shakenna Adams co-chairs.



Look for in the Next Issue:

Reflections from Staff Council Chair

Pictures from the MC Picnic!

More Staff Council Updates!

The **Office of the Ombus** is available to all staff. A meeting with the ombusperson is confidential, informal, independent and impartial. To make an appointment, email: ombuds@montgomerycollege.edu or call 240-687-6188. For additional details and a copy of the recent report about who this office has served on the last year, visit www.montgomerycollege.edu/ombuds.

Staff Council Committee Need You! *Continued from page 2*

This committee is charged to communicate, educate, and engage all staff in shared governance and the College community. This committee combines the previous three Staff Council committees: Education, Engagement, and Communication Committees. We need your ideas and active participation!!!! The committee will produce the Staff Council Newsletter, provide submittals to the Governance newsletters, and conduct other outreach activities. Committee members are : Clevette Ridguard (chair), Paul Jenkins, Norma Winffel, Janice Dufour, Richard Servatius, Mary Philbin, Raquel Bunai and Erin Hudgins.

Contact staffcouncil@montgomerycollege.edu if you would like to participate!

Staff Council Meets with BOT and MC President

Continued from page 1

Having this meeting at the beginning of our Governance year has given us a remarkable opportunity to be able to view our charge and goals through the lens of student success, particularly for groups that have a demonstrated need for support. Many of the discussion groups

recognized that Staff are in a unique position to identify students who need assistance or direction and provide the first steps to ensure their success or completion. Dr. Brown shared that there is a tiered counseling system in development that recognizes and formalizes the steps that can be taken at a “tier one”

counseling level, which can be provided by any Staff member. This was the first of the Board of Trustees Constituent Conversation meetings, and the Staff Council looks forward to other opportunities to interact with the Board.

