

MC GOVERNANCE

Montgomery College College Council Meeting #2 Minutes

Tuesday, September 27, 2022

1 – 3 PM

Zoom Meeting

Attendees

Present: Kimberly Jones (Chair), Shakenna Adams-Gormley (Vice-chair), Katherine Goldstein (Secretary), Joe Marshall, Jamin K. Bartolomeo, Jon Pointer, Beth Reilly, Swechcha Shrestha, Amanda Darr, Rabbee Awan, (Dana Baker partial attendance)

Absent: Dana Baker (Faculty Council Chair), Alice Boatman (TPSS Chair), Paul D. Miller (Employee Services Council), Sergio Washington

Proxy: Jon Pointer for Dana Baker, Jona Colson for Alice Boatman, William Dunn for Paul D. Miller

Guests: Dr. Jermaine F. Williams, Dr. Meghan Gibbons, Janice DuFour, Joyce Matthews, Elizabeth Thomas, John Hamman, Nadine Porter, Dr. Monica Brown, Dr. Sanjay Rai, Sherwin Collette, Chevelle Glymph, Dr. Michelle Scott

Liaison: Dr. Stephen D. Cain

Governance Director: Dr. Clevette Ridguard

Call to Order

There is was a quorum to conduct business. (Chair) Kimberly Jones called the meeting to order at 1:00 pm. The meeting was recorded for internal use only.

Constituent Concerns

The Student Council Chair brought forth a concern regarding the food service on campus. The quality is not good regardless of what you order. The students are dissatisfied with the vendor the College has contracted. This concern will be discussed further at the Students Council meeting in October. Person responsible for food services have been invited.

Approval of Agenda and Minutes

The agenda was approved as written. The minutes for September 13, 2022 meeting were approved as written.

Chair's Report (Kimberly Jones, College Council Chair)

Below are Highlights:

- The College Council theme for 2022-2023 Helping to create institutional transitions and transformations for student success.
- Your Vote, Your Voice - see details <https://bit.ly/VoterEdMC>

- MC Votes and the Office of Student Life are Partnering Up – see details <https://bit.ly/MCVOTESCARDS>
- Somos Latinos Festival at the Rockville Campus free admission Saturday, October 22nd from 2:00 – 5:00pm
- Impact MC for MC Students – Students, apply for the 2022-2023 Impact MC Program at – <https://bit.ly/IMPACTMC2022> by Sunday, October 16th, 2022.
- ELITE: Love of Teaching Half-Day Conference – Register at **Register on MC Learns through Workday**
- Truth and Racial Healing Circle for College Council Chairs is October 25, 2022 in person 1:00 – 3:00 MKE Building 103. Lunch will be served. Please bring microwaveable food for the campus’s food pantry.
- College Memos
 1. 9/20-- FY2023 required training for employees
 2. 9/26-- Monday Minute with Dr. Williams
- Board of Trustee’s Meetings please signup send your schedule date to the College Council email or Yvette Taylor
- President’s TOWN HALL Meeting on September 28th, 2022 @ 2:00pm
- College Council Yearly Agenda Suggestions:
 1. Student Panel November (The Student panel will consist of credit and non-credit students.)
 - a. Suggested Discussion Topics:
 - i. Transition back to in-person classes verses virtual opportunities. What are some of the challenges?
 - ii. How we communication to students
 - iii. MC website and communication
 - iv. The Admission process
 - b. Note please forward your student panelist recommendation to Katie Goldstein
- The Inauguration Day is on October 19th if anyone is interested in volunteering, please reach out to Christine Crefton – christine.crefton@montgomerycollege.edu
- Note the College Council meeting on Tuesday, October 11th time has changed to 1:30 – 3:00 to attend the pre –Inauguration festival on the Takoma Park Silver Spring Campus

To view the PowerPoint presentation for additional details, visit the Montgomery College Blackboard Community Governance page.

Board of Trustee Meeting Report (Dr. Jamin Bartolomeo, Administrator Council Chair)

- The Board of Trustees meeting there were a lot of reports presented of projects, contracts of services, and MC funds reports on how they are being used.
- The Board presented a tribute to the employees who have passed away and, presented a report of employees who have retired or left the College.
- The Board moved to approved the resolution of the East County Education Center in the White Oak area of Montgomery County. Montgomery College will launch the new East County Education Center in the summer/fall of 2023.
 - ❖ Note a formal report will be submitted to the College Council

COVID-19 Discussion (Dr. Jermaine F. Williams, President of Montgomery College, Sherwin Collette, Senior Vice President for Administrative and Fiscal Services and Chevelle Glymph, Director of Public Health and Environmental Safety)

Dr. Jermaine F. Williams thanks the College Council for reaching out to your constituents on these important issues related to COVID protocols. Dr. Jermaine F. Williams is looking forward to hearing your

feedback. Dr. Jermaine F. Williams expressed this is about us embracing what your constituents have had to share about these questions.

(Q & A of the Colleges COVID Protocol Discussion)

Staff Council

Question

- a. What is the perspective of College Council members about Montgomery College being aligned with the remainder of the county and transitioning to a mask optional protocol?
 1. Concern with the frontline employees that are working with the public.
 2. Questioned what is happening with the daily health assessments?
 3. What is the protocol pertaining to the vaccination status for the faculty and staff that are working with students and visitors?
 4. What is the protocol pertaining to mask requirements throughout the College for closed and open area spaces?
 5. Question mask optional rule for individual returning to campus, after positive results?
 6. What is the colleges COVID policy allowing employees to return back to work after 5 days out because of positive results?

Answer

- Mask, positive test results/quarantine periods are governed by CDC.
- Updated guidance is different post pandemic quarantine is for 5 days.
- Mask are optional except for instructional in classroom and designated areas, but a person can request/ask you to wear a mask if it is in a closed office space.
- Transitional space hallway or working in a building a mask had not been required
- Students perspective is they are fine with optional masking but would like to be encouraged to wear masks in classes

Germantown Campus Council

- The council appreciates the current mask mandate, especially in the classroom's employees/students would like to keep it that way. If mask requirements would change for example mid – semester this change may have an effect on how the student's register for in-person vs. remote classes. Suggest to keep practice as it is since students may be negativity impacted by the change.

Faculty Council

- Feedback from the full – time/part – time faculty they support for students masking in the classroom, and continuing that type of approach, if not more discussion.
- Clarification on student's understanding the Montgomery College masking protocol and the communication channels to make sure students understand the messages. This takes the burden off of the faculty to explain the protocols.

Employee Services Council

- Poll the students on their concerns with the mask mandate and collect the data to better understand the differences from the County, Montgomery County schools and Montgomery College.
- Dr. Jermaine F. Williams response was Health and Safety has had this conversation on the different communications of the mask mandate with the County, Montgomery County schools compare to Montgomery College it can be confusing for our students. It is optional other places but, Montgomery College it is mandated to wear mask in the classroom. The College is trying to be more aligned. Before we make that decision, we will need to engage with you and hear your concerns.

Work and Continuing Education

- Our faculty encourages the support that the mask should be worn in the classroom. Because we partner with other organizations our classes are held at various locations, Public Schools, Workforce Montgomery each location has different building policies. We encourage our students to wear mask for safety protocols. Our Students like the idea because of the class setting spaces are small Students feel more comfortable with wearing a mask.

Academic Services Council

Questions

- b. How can we enhance education efforts for healthy practices at the College, namely, being vaccinated and boosted, disinfecting your hands, staying home if you are sick, respecting others' decisions to wear or not wear a mask, etc.?
- The signage is confusing because it mundane and it has been up for so long. The signage we are using now are the College colors purple and white. It was suggested to use other standout colors like yellow/green and change the graphics/message. Something that would standout that is eye catching something that would make you read it and pay attention. Be consist with the signage displayed on all campuses.
 - c. What is the perspective of College Council members about transitioning to vaccination optional for new employees?
 - To help with communication WDCE during the registration process hands out a flyer that tells them about vaccine, boosting and masking information which will help with understanding/communication.
 - General signage should be constant through out all campus locations and outreach information using postcard/checklist when a student register
 - Employees are not happy with the change with vaccination optional they feel it is not fair for new employees coming in now are not required to vaccinate. We have loss employees because of the previous mandate policy we had employees leave the college because they did not want to vaccinate for various reasons.
 - What is going on now in the community? That is different that the employee should change their vaccination, be able to not vaccinate. There are concerns of COVID cases are we tracking the cases like pre COVID processes.

Answer

- What is different we have more information that we receive from CDC regarding vaccinated versus the unvaccinated. That is the reason for the shift in the requirements. We are making some changes regarding the sort of the information needed currently that you have to submit (vaccination, exception for medical or religious). The medical and religious exceptions had to get tested weekly 72 hours before they arrived on campus. The CDC guidelines now are determined if you are asymptomatic only those individuals are not required to get tested.
- The county numbers are down as are the numbers nationwide the College is still tracking the positive cases, we regularly for both students and employees. Our numbers are a lot less now compared to January 2022. We suggest you sanitize your hands and stay home if you're not feeling well these processes are still in place. We, also wanted to point out the Federal Government task force is in alignment with the CDC guidance. The shift by the CDC has prompted the University systems of Maryland transition for their respective institutions with the optional guidelines. Optionality around vaccination and masking. It doesn't mean that we are not directing people to not to wear mask or not to be vaccinated. We want to continue a message of education awareness.

Dr. Jermaine F. Williams thanked the College Council for this opportunity to engage, and hearing thoughts from the constitutes. What I would ask of everyone if you could share your thoughts with the College Council Chair Kimberly Jones or Dr. Clevette Ridguard. Thank you we look forward to receiving the remainder of the feedback.

Closing Chair Kimberly Jones would like your feedback in regards to this discussion with the COVID Protocols sent to the College Council email address. We will compile the responses and forward them by Friday, September 30th.

Presidential Transition Advisory Committee Report Discussion (Dr. Jermaine F. Williams)

Dr. Jermaine F. Williams present the Presidential Transition Report. The College Council members are encouraged to read it in detail. Please visit Montgomery College website link below

<https://www.montgomerycollege.edu/about-mc/office-of-the-president/ptac-report/index.html>

Data Presentation: An overview of the student arrival, progression, and success metrics

(John Hamman, Chief Analytics & Insight Officer and Nadine Porter, Deputy Chief Analytics and Insights Officer) Presented a PowerPoint of the arrival, progression, and success metrics. To view the presentation, visit the Montgomery College Blackboard Governance Community page.

Inauguration Update (Elizabeth Thomas, Special Events Director)

Presented a PowerPoint an overview of the week of festivities for the Inauguration. To view the presentation, visit the Montgomery College Blackboard Governance Community page.

College Council Goals Discussion (Kimberly Jones, College Council Chair)

1. Mental Health committee – Katie Goldstein, Dana Baker and Rabbee Awan
2. Mobil Market committee – William Dunn, Shakenna Adams-Gormley, Schnell Garnett and Swechchha Shrestha for student's food insecurity

Wrap Up (Kimberly Jones, College Council Chair)

Reminder Shakenna Adams-Gormley is the liaison for PACEI. She will provide updates to the Governance College Council at our next meeting.

Adjourned

The meeting was adjourned at 2:45 pm.

COVID-19 Responses
Follow-up from College Council Conversation (09/27/22)

Faculty Council

What is the perspective of College Council members about Montgomery College being aligned with the remainder of the county and transitioning to a mask optional protocol?

- Faculty, both full-time and part-time, have concerns about possibly the possibility of the College transitioning to a mask optional protocol, particularly in the classrooms. This is of particular concern for part-time faculty who may not have health insurance, or may have inadequate health insurance.

How can we enhance education efforts for healthy practices at the College, namely, being vaccinated and boosted, disinfecting your hands, staying home if you are sick, respecting others' decisions to wear or not wear a mask, etc.?

- We agree with the need for fresh messaging that will pop for our students. Our faculty are looking for effective messaging to lessen the load on us in the classroom allowing us to maximize our teaching time.

What is the perspective of College Council members about transitioning to vaccination optional for new employees?

- We strongly support maintaining the vaccination mandate for new employees with the understanding that this may result in possibly losing top candidates for key roles.

Academic Services Council

What is the perspective of College Council members about Montgomery College being aligned with the remainder of the county and transitioning to a mask optional protocol?

- I am ok with the mask optional protocol. However, requiring masks only in classrooms is somewhat confusing. Suggestion: Let each faculty/class decide the policy for their classroom. For example, a faculty can require masks in their class, or the faculty can take an anonymous poll of the class and then make an appropriate policy based on the results. If an entire class thinks optional masking is ok, then that class should be able to have masks optional for their class.
- I think it's very important to be aligned with the county as it's confusing for students if we are not. Our policies should start to reflect what they are encountering at work or other government agencies.
- I support MC transitioning to a mask optional protocol as vaccination numbers are high in Montgomery County and we should align our policy with the remainder of the county. This can decrease the confusion caused, especially for potential and new students.]
- I support being aligned with the remainder of the county.
- I'm okay with mask optional as long as I can still require students to wear a mask if they join me in my very small office space.

How can we enhance education efforts for healthy practices at the College, namely, being vaccinated and boosted, disinfecting your hands, staying home if you are sick, respecting others' decisions to wear or not wear a mask, etc.?

- For faculty and staff, I am trusting my colleagues to make good decisions. For students, it would be best for the college to work with Student Life and Student Council to have this be a student initiative rather than an administrative initiative. That is, students educating other students on healthy practices.
- Signage with a sense of humor might remind students to wash their hands and stay home when sick if they are not doing so. We have some signage around campus, but the colors and images are easy to block out after a while.
- MC can have a resources site that includes sample lesson plans/lesson activities that can be used by instructors in the classroom.
- MC has done a good job with their education efforts. With the barrage of information from many sources to which each of us is subjected, I think sufficient information is available. People filter what they want to hear. I think we should stay the course.
- I think signs remaining in place to remind folks we are still working on this issue. The consistent messaging on the website is also helpful.
- Giving everyone the option to have a virtual day if they are not feeling 100%. (I do understand that there are some instances where this doesn't really work. However, if I knew that I may have been exposed to something I could meet with my students via Zoom. Or, if a student has a bit of a cough, that student could join an in-person course via Zoom.)

What is the perspective of College Council members about transitioning to vaccination optional for new employees?

- I do not have a problem with transitioning to vaccination optional for new employees. However, I do think this could leave a bad taste in the mouth for current/former employees who were vaccinated when the mandate was there. The college should do something to acknowledge those employees who were vaccinated according to the old policy... give them a mug that says "vaccinated", a free lunch, just something.
- I think all employees need to be vaccinated.
- If the remainder of the county makes vaccination optional for new employees, especially for those joining the federal and state departments, MC should align its vaccination policy as such.
- We mandated vaccination for some anti-vaccinators (not sure if anyone lost their job for non-compliance). I think being vaccinated as a condition of employment continue except for reasons currently honored.
- It is my perception that it would be greeted with issues by the unions. Although I think it is fine to transition to vaccination optional. It would immediately be picked up and used as a bargaining chip.
- I think it's important for the college to advocate that employees are vaccinated. Changing that policy can be read to think that vaccinations are no longer important...

Staff Council

What is the perspective of College Council members about Montgomery College being aligned with the remainder of the county and transitioning to a mask optional protocol?

- Some staff, depending on their work situations, may not like mask being optional
- Front line employees with interact a lot with students (WDCE and Student Affairs) may prefer keeping mask requirement
- College's COVID Policy also allow employees to return to work after 5 days, even if they're still positive, which makes it difficult for mask being optional

How can we enhance education efforts for healthy practices at the College, namely, being vaccinated and boosted, disinfecting your hands, staying home if you are sick, respecting others' decisions to wear or not wear a mask, etc.?

- Wear masks as needed
- Stay home when you are not feeling well
- Suggestion to increase appropriate signage Continue with signage: more signage, updated, and different look
- Reminder/encourage students to be vaccinated/boosted on the Edu website/MyMC
- WDCE Registration Office is currently passing out flyer for students to be vaccinated/boosted, can offices have updated information to hand out?

What is the perspective of College Council members about transitioning to vaccination optional for new employees?"

- If there is requirement for current employees, new employees should also be required
- What's going on now, in the community, that is different that employees wouldn't need to be vaccinated?
- Would not be great in health and safety, because we could see increase in COVID cases at College
- Also, this goes back to mask being required, if they're not vaccinated
- This question might change the answer for the first two questions.