

MC GOVERNANCE

Staff Council

Thursday, October 5, 2023

Meeting 3

1:00-3:00 PM, via Zoom

MINUTES

Members Present: Nghi Nguyen (Chair), Surayya Johnson (Vice Chair), Miho Shimizu (Secretary), Daphne Alfelor, Nicole Given, Dwayne Henry, Javon Inman, Thanh King, Stephanie Krasnoff, Betsy Leonard, Val Melgosa, Angie Moy, Katie Nguyen, and Adaora Nwiqwe

Liaison: Dr. Michelle Campbell

Guest(s): Mr. Billy Struemke, Dr. Christine Crefton, Mr. Scot Brown

Absent: Rebecca Razavi

Call to Order

- The regular meeting was called to order at 1:02 pm by Chair Nghi Nguyen.

Constituent Concerns

- EAP Deadline in EAP Guide
 - I would like the EAP deadlines for getting a membership (submission and reimbursement) to be clear in the [FY EAP Guide](#).
- Healthcare
 - Can MC employees get up to a 2% reduction in health insurance costs if they complete a [health risk assessment and biometric assessment](#) like MCPS employees?
 - MC's contract with Cigna expires in 2025; are they going to negotiate for lower rates?

Meeting Minutes

- The September 21 minutes were approved with corrections.

Mr. Billy Struemke, *Office of the Ombuds*

- The Office of the Ombuds empowers people to address conflicts safely
- They do not file complaints
- Bullying is the #1 issue at MC
- They are confidential, informal, impartial, and independent

- They advise, mediate, and coach

Dr. Christine Crefton, Montgomery College Rising Professionals Association (MCRPA)

- MCRPA: Employee Connections
 - Open to MC employees
 - There is no cost to join
 - Various events and training opportunities are offered

Mr. Scot Brown, HRSTM Manager, "Your Voice, Your MC" Open Forum Updates

- The climate survey from last February was managed and analyzed by ModernThink.
- The Feedback/Action Plan Ideas form is anonymous.
- Proposed recommendations will be presented to the Cabinet in November.
- Action plans will be created with two major pathways: departmental division level and collegewide.
- A question was raised A question was raised concerning how to enhance the level of impact in comparison to past survey initiatives. They hope to address the concern by focusing the action at the departmental division level in addition to the collegewide plans.
- It was suggested that a statement about the anonymity of action plan submissions be made in Employee Matters.

New Business

- EAP Guide
 - Nghi will forward to Lynette Evans/HRSTM to make sure guide is being updated
 - The constituent has personally reached out to Lynette Evans for clarification.
- Healthcare
 - Nghi will forward to HRSTM, Sophia Mason and Suzanne Redding.
- FY 2023-2024 Goals
 - Goal 1
 - Take a photo of the event, or yourself
 - Will create a group collage in May to submit along with the goal completion document
 - 10-combined volunteer
 - CT, join RV Campus if possible
 - Goal 2
 - Subcommittee members:
 - Decide what subcommittee wants to do
 - Spring 2024, Valentine's Day Week
- Angie Moy joins the council, replacing Alphonso Hawkins.

Unfinished Business

- Javon's concern will be brought up at College Council once he has completed his research

Chair's Report

- College Council
 - Theme: Cultivating Connections Across the College Community to Empower Everyone's Voice
 - Governance Digest, submit news
- FY24 [Classification and Compensation Study](#) Moves Forward
- MC Employee Insights: [2024 Fiscal Update](#)
- [Free Flu Shot Clinics](#) at Open Enrollment Fairs
 - Rockville (RV) Campus: On Tuesday, October 31 from 11 a.m.– 2 p.m. in PE137A (the small gym).
 - Germantown (GT) Campus: On Thursday, November 2 from 11 a.m.–2 p.m. in BE151 and BE152.
 - Central Services (CT): On Monday, November 6 from 10 a.m.–2 p.m. in S115.
 - Takoma Park/Silver Spring (TP/SS): On Thursday, November 9 from 11 a.m.–1 p.m. in the Gallery at CU Cultural Arts.
- Feedback submission for the proposed changes for Religious Accommodation in P&P is by the close of business on Friday, October 6, 2023.
- Walktober Begins October 4
- LGBTQIA+ History Month Events – MC Pride & Allies
 - National Coming Out Day on Wednesday, October 11, 2023, 2:00-3:00 PM.
 - LGBTQ+ Friendly Job Fairs!
 - All fairs are 10:00 am-1:00 pm. All job-seekers are welcome!
 - Tuesday, October 24, Rockville Campus, Theatre Arts Arena - Register to Attend - <https://app.jobsconnected.com/5eece88b-de65-4349-81b6-abb5c3881ed2/public>
 - Wednesday, October 25, Takoma Park/Silver Spring Campus, ST Atrium - Register to Attend - <https://app.jobsconnected.com/2d9b9109-fa15-43a1-bd11-f7fdb80ed3aa/public>
 - Thursday, October 26, Germantown, BE Building, Register to Attend - <https://app.jobsconnected.com/392d348c-34a4-471b-a695-f3ee4b7f3f7e/public>
- [Safe Zone Trainings](#)
 - Available Training Dates for Fall: Friday, October 13 | Friday, October 27 | Thursday, November 9 | Tuesday, December 5 | Monday, December 18
- [Hispanic Heritage Month Kickoff Celebration](#) at Montgomery College
- SHaW Center Events: [Mobile Market](#)
- Apply Now to the [Global Leadership Cohort](#) - The application, available in Workday, is due by October 27, 2023.

- [Open Enrollment](#)
 - October 30 – November 17, 2023, for an effective date of January 1, 2024
- [WDCE Harvest Fest: A Place to Learn, Grow, Gather, and Share](#)
 - Saturday, October 28, 10:00 AM-2:00 PM, Rockville Campus, Mannakee Building Parking Lot
- Last day for Staff and Administrators to Use Personal and Annual Time Off for the Calendar Year: 12/22/2023
- Staff Enrichment Day 2024, March 13, Rockville Campus

Announcements

- Family Empowerment Resource Fair: Oct. 14th
- TED x Bethesda Women’s Awakenings event: Oct. 12th
- AAWCC 1st Annual Fall Conference: Nov. 3rd
- Frank Islam Athenaeum Symposia Speaker Series: Oct 24th
- A possible future guest speaker suggested: Mai Toyofuku, Emergency Safety Specialist, Public Health and Environmental Safety.

Adjourned at 2:26 PM

- Motioned by Javon. Surayya Seconded.

NEXT COUNCIL MEETINGS

October 19, November 2, November 16, December 7, February 8, February 22, March 7, March 21, April 4, April 18, and May 2

Submitted by
Miho Shimizu, Staff Council Secretary