



# MC GOVERNANCE ANNUAL GOVERNANCE REPORT 2023–2024





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# EXECUTIVE SUMMARY

As we reflect on the past year, it is evident that the College's commitment to participatory governance is not just a statement but an action-filled promise. To benchmark the accomplishments of the 2023–2024 academic year, we used the promise of participatory governance as a service to the College as a framework lens, which states that participatory governance:

1. Focuses on the mission of the College.
2. Seeks to promote mutual success.
3. Invites all members of the College community to be heard.
4. Keeps constituents informed.
5. Shares representatives' perspectives with leadership.
6. Emphasizes communication, collaboration, and civility.
7. Ensures that governance is a transparent and evolving process.

We are dedicated to ensuring this governance model continues to evolve, keeping the College at the forefront of inclusive decision-making and collaborative engagement.

Generally, there are at least 15 council meetings each month and 120 council meetings in an academic year focusing on relevant topics of interest to all College stakeholders. In September 2023 alone, 225 people attended a governance meeting. Over the course of the academic year, attendance at council meetings exceeded 1,500 employees and students. Governance council meetings are a place to receive information, share thoughts, provide input about College operations, and make recommendations for institutional improvements. There is a place for everyone in governance.

With this in mind, councils developed goals aligned with Montgomery College's Strategic Plan and specifically with Goal 2, "Cultivate a sense of belonging for everyone at the College." Governance focus is on students and employees because we want to ensure everyone feels welcome and feels they can share their concerns. Our 2023–2024 governance theme was *Cultivating Connections Across the College Community to Empower Everyone's Voice*.

We were able to partner, connect, and collaborate with many departments and initiatives of the College, such as the Truth, Racial Healing, and Transformation Campus Center, Student Wellness Center (formerly the SHaW Center), Student Government Association, Student Life, Office of Equity and Inclusion, Office of Planning and Policy, Office of Facilities, MC Votes, MC Wellness, and many more. Several councils volunteered numerous times at Mobile Markets, and the Staff Council held food drives to support the student food pantry. Governance also continued to promote awareness of mental health by conducting two successful Mental Health Awareness Fairs in the fall and spring semesters in collaboration with other campus departments.

The Staff Council's Staff Enrichment Day subcommittee organized a very successful event—one of the largest ever—with attendance exceeding more than 500 participants. Governance and various student groups also had several meetings with the director of Auxiliary Enterprises and Metz's regional director to improve food quality and food services, as well as to obtain more vending machines and healthier and affordable food options. Student Council brought attention to the printing issues and helped resolve them for students on all three campuses.

Governance also sent two recommendations to the president for approval. The first was Artificial Intelligence (AI) Guidelines for the classroom; the second was Written Communication of Flexible Work Arrangements for Divisions/Departments. The AI recommendation is now included in the faculty handbook and has been shared with academic deans, chairs, and faculty members in all departments. The second recommendation is part of our College policy and procedures. In addition, we produced two governance digests—fall and spring editions. We held two Governance Awareness Days. We received more than 130 constituency concerns, with more than 80% of them being addressed. We held a successful nomination and election process engaging more than 1,500 voter participants. As you can see, governance has been working hard this year to ensure all voices are heard and continue to be a value-added process. We are using the seven tenets of participatory governance as a framework to report this year's activities.

# INTRODUCTION

When presenting, to either internal or external audiences about Montgomery College's participatory governance, we remind the audience of the promise of participatory governance. The promise is service to the institution. Governance fulfilled this promise by accomplishing its intended purpose and staying true to its mission. This report employed the seven tenets of participatory governance as a framework to highlight the year's activities, namely, that the participatory governance system:

1. Focuses on the mission of the College.
2. Seeks to promote mutual success.
3. Invites all members of the College community to be heard.
4. Keeps constituents informed.
5. Shares representatives' perspectives with leadership.
6. Emphasizes communication, collaboration, and civility.
7. Ensures that governance is a transparent and evolving process.

The promise of participatory governance as service to the College rang true in the 2023–2024 academic year. These tenets remind us of our purpose and focus our attention on the importance of institutional alignment and success for our students, our employees, and our community.



*Over the course of the academic year, attendance at council meetings exceeded 1,500 employees and students.*



# GOVERNANCE FOCUSES ON THE MISSION OF THE COLLEGE

Our mission says, “Montgomery College is where students discover their passions and unlock their potential to transform lives, enrich the community, and change the world.” The Board of Trustees-approved policy for governance states, “Participatory governance involves all levels of the College community, including students” (Policy 11004). Governance is very supportive of students and puts students on equal footing with all College stakeholders. Specifically, this academic year, governance intensified its support to the Student Council, helping it conduct its meetings and engage all students at the College. The Student Council was at the forefront of the conversation about all aspects of improving food offerings and services to the College by inviting responsible leaders to various council meetings to hear a mirage of concerns.

As a part of their council agenda, various campus councils included students to hear their perspectives about their educational journey at MC. Routinely, the Germantown Campus and Rockville Campus Councils invited students, including student athletes, to share their student experience. In addition, each semester the College Council invited student panelists to address topics of interest. At the fall semester meeting, the discussion centered around students and their sense of belonging at MC. To align our work with the College’s strategic plan and transformational aspirations, we asked students questions related to Goal 2 of the strategic plan, cultivating a sense of belonging for everyone at the College.

1. What do you think “a sense of belonging” really means?
2. What could we, as a College, do to make you feel more like you belong here?
3. What is one thing you would really want or need from us to feel more at home at Montgomery College?

Overall, responses from students indicated that they feel a strong sense of belonging at the College due to faculty engagement, staff who support them, and available College resources. The students did note they would like more student spaces on campus; expansion of language resources offered; student-focused events that are not just academic, especially for WDCE students; focused events and resources for international students; increased close up awareness/promotion about the Study Abroad program; and alumni meet-and-greet sessions with current students.

The spring semester student discussion centered on artificial intelligence (AI). In this discussion, students and faculty shared their experiences using AI and its various tools in the classroom. Six students and two faculty members participated in the conversation. The questions were as follows:

1. How have you used AI? How has AI impacted you?
2. What AI platforms have you used? What AI platform do you find to be most popular among your peers?

The discussion reflected a nuanced understanding of AI’s role in academia and its challenges. Participants emphasized adapting teaching and learning practices to incorporate AI responsibly while maintaining ethical standards. Various perspectives were shared, including insights from faculty and students on how AI is used and its implications for learning. The importance of teaching digital and AI literacy, modeling responsible behavior, and fostering open conversations about AI use were emphasized. Additionally, the discussion touched on the emergence of AI degree programs and microcredentials as potential pathways for preparing students for the future workforce.

*There are at least 15 council meetings each month and 120 council meetings in an academic year focusing on relevant topics of interest to all College stakeholders.*

# GOVERNANCE SEEKS TO PROMOTE MUTUAL SUCCESS

Every year, councils set goals aligning with the College’s mission and institutional priorities. Governance is listening intently to align our activities with the institution’s Transformational Aspirations focus of access, completion, and post-completion success, such that we serve as a collective advocate for institutional improvements and student success. Councils have the option of accomplishing one or two goals. The councils are expected to make an impact and add value to the College based on these goal accomplishments.

In addition, governance seeks to align with the College priorities and add value to the spaces it occupies. Promoting the **strategic plan** and the **Transformational Aspirations** help governance advance the College’s agenda. We accomplished this by encouraging and engaging employees and students to develop a sense of belonging in becoming a part of governance. We held two Governance Awareness Days, one each semester, in five different college locations to support involvement and promote a sense of belonging. More than 250 employees and students received governance information, materials, and MC swag, and were given an opportunity to ask questions and present their ideas.

Each Council’s goals and outcome are highlighted below:

COUNCIL	GOALS	RESULTS, ACCOMPLISHMENTS, AND OUTCOMES
College Council	<p><b>Goal 1:</b> Develop a comprehensive marketing campaign targeting employees and students to promote awareness of participatory governance at MC with a specific emphasis on fostering inclusion, equity, and engagement.</p>	<p>College Council held two Governance Awareness Days and Zoom sessions for constituents to learn about governance and bring a sense of belonging. More than 1,500 people participated in the governance elections. We had joint meetings with the SGA student body. We also partnered with MC Wellness to bring awareness to governance and wellness by providing materials to the second- and third-shift facilities workers with 160 MC swag bags.</p>
Staff Council	<p><b>Goal 1:</b> Volunteer 10 times at the Mobile Market events. Each member will volunteer at the Mobile Market during both the fall and spring semesters to contribute to at least 10 mobile markets throughout the year.</p> <p><b>Goal 2:</b> Distribute paper hearts to staff (employees) and collect canned goods for the Student Wellness Center (formerly the SHaW Center). We will distribute paper hearts to employees as a symbol of appreciation and request canned goods donations to support the center’s Food Pantry.</p>	<p>Staff Council volunteered for more than 10 Mobile Markets for the year on all three campuses.</p> <p>The Council collected canned goods during Valentine’s week. Each member cut out hearts and wrote uplifting messages for our staff. We put these heart notes inside the “giveaway” bags during Staff Enrichment Day. We received much praise for these hearts, like the comment, <i>“Hearing from fellow staff members was wonderful”</i>.</p>



COUNCIL	GOALS	RESULTS, ACCOMPLISHMENTS, AND OUTCOMES
<p><b>Faculty Council</b></p>	<p><b>Goal 1:</b> Create and approve guidelines to support faculty in dealing with artificial intelligence (AI) opportunities and challenges in the classroom.</p>	<p>Faculty Council collaborated with ELITE on this vital work, creating guidelines for faculty use and engagement with students regarding AI. A recommendation was developed and approved through the Faculty Council and College Council and sent to the president. The president approved the recommendation. Council members shared the information in their discipline's meetings. Chairs and deans received personal correspondence highlighting the guidelines. The guidelines are to be incorporated in the Faculty Handbook.</p>
<p><b>Student Council</b></p>	<p><b>Goal 1:</b> Improve the food quality and service of Metz Food Services at the College.</p> <p><b>Goal 2:</b> Incorporate new food items and better prices at the College.</p>	<p>The Student Council met with the Metz regional manager and Auxiliary Enterprise director at several meetings throughout the year.</p> <p>The Food Service representative for each Student Government Association campus attended these meetings. They presented a list of issues. Metz has addressed many of the food safety issues, improved the healthy food options, established a food feedback survey to resolve concerns quickly, and installed vending machines with healthy options in various campus locations.</p>
<p><b>Administrator Council</b></p>	<p><b>Goal 1:</b> Increase College and community support and awareness for our student-athletes and athletics department through targeted initiatives and outreach.</p>	<p>The Administrator Council enthusiastically supported MC's student-athletes and athletic department through the following targeted initiatives and outreach:</p> <ol style="list-style-type: none"> <li>1. The council collected nonperishable foods, toiletries, and gift cards for international student-athletes who stayed in the U.S. over the winter break.</li> <li>2. The council co-sponsored a youth soccer event with athletes to promote MC soccer.</li> <li>3. The council supported our men's and women's teams by attending a women's basketball game and a men's soccer game.</li> <li>4. The council supported all student-athletes by attending the annual student-athlete awards banquet.</li> </ol>





COUNCIL	GOALS	RESULTS, ACCOMPLISHMENTS, AND OUTCOMES
<p><b>WDCE Council</b></p>	<p><b>Goal 1:</b> Empower and unite WDCE Council members, faculty, and staff through a transformative Truth, Racial Healing, and Transformation (TRHT) Circle initiative. This goal seeks to facilitate healing, cultivate genuine cross-cultural relationships, promote authentic connection-building, and drive positive change, fostering a more inclusive and equitable environment within WDCE and the College community.</p>	<p>The WDCE Council collaborated with TRHT Campus Center to organize and facilitate Truth and Racial Healing Circles for WDCE. WDCE Council members actively participated in the circle held at the Rockville Campus on Tuesday, March 19, 2024. After the completed circle, TRHT ambassadors shared information about what TRHT Circles are and their purposes. WDCE participants also shared their experiences. The Truth and Racial Healing Circle activity helped participants immerse themselves in the commonalities of shared human journey, build relationships and trust, address the cultivation of cultural competency, and recognize the values of a diverse college community. WDCE participants had a point of reference to provide better support and resources to their current and prospective students.</p>
<p><b>Germantown Campus Council</b></p>	<p><b>Goal 1:</b> Engage with constituents to raise awareness of governance and the Germantown Campus Council and to empower constituents to have their voices heard.</p> <p><b>Goal 2:</b> Partner with one MC group in the fall and one MC group in the spring to support faculty, staff, and students and to help strengthen a sense of belonging and community at the Germantown Campus.</p>	<p>The Germantown Campus Council created a flier for meetings, distributed it campuswide, and posted it in each member’s respective areas. The flyer and meeting reminders were included in <i>Inside MC</i>. The council participated in fall and spring Governance Awareness Days on the Germantown Campus. Members reached out to individual constituents and through department meetings to explain governance and its purpose and to collect any constituent concerns. The council also worked with the Office of the Vice President and Provost to order Germantown Campus Council shirts for each member of the council. Members wore these shirts to events and on campus to raise awareness, including at the End-of-Year Celebration in December and the Mobile Market in the spring semester.</p> <p>During the fall semester, the council partnered with the Office of the Vice President and Provost to co-sponsor the end of semester Germantown Holiday Celebration for faculty and staff on December 12, 2023. Members volunteered at the event. In the spring semester, the council adopted a Mobile Market on Wednesday, April 24. More than half the council attended and wore our Germantown Council shirts.</p>
<p><b>Rockville Campus Council</b></p>	<p><b>Goal 1:</b> Support mental health. Co-sponsor a Mental Health Fair on Mental Health Day during the fall semester.</p>	<p>The Rockville Campus Council engaged more than 700 students in a Mental Health Fair. There were 10 interactive stations for students to visit. A total of 55 volunteers facilitated the event; 360 students completed a “passport” (outcome card), which means they visited at least 6 stations. The final station had 90 pizzas purchased by the Rockville Campus dean’s office.</p>

COUNCIL	GOALS	RESULTS, ACCOMPLISHMENTS, AND OUTCOMES
<p><b>Takoma Park/ Silver Spring Campus Council</b></p>	<p><b>Goal 1:</b> Assess the feasibility of developing a plan to compost waste from our campus. If, in consultation with campus stakeholders, the council determines we want to establish a campus composting program, we will develop and implement a plan.</p>	<p>The chair had meetings with the TP/SS director of campus facilities and the buildings and grounds maintenance manager. It was determined that the campus is already composting in two ways. First, the campus has a robust program for disposing of yard waste on-site. Secondly, the Student Services Building cafeteria is composting food waste. There are other opportunities for pre- and post-consumer composting. The chair had a conversation with the Commercial Food Scraps Recycling Program Manager at the Montgomery County Department of Environmental Protection. The results of the meeting provided a plan for expanding food scrap composting. The council will decide on plan development going forward.</p>
<p><b>Academic Services Council</b></p>	<p><b>Goal 1:</b> Investigate touchpoints of how new and returning (credit and noncredit) students access academic and support resources, identify what is readily available, and make recommendations to help fill identified gaps.</p> <p><b>Goal 2:</b> Encourage a more equitable and inclusive registration process.</p>	<p>Signage and postings have increased various campus locations to advertise pantries, other resources, and campus printer locations. It was determined that Raptor Central and the Office of Recruitment and College Access are the areas that provide the most support to our students and provide information to them about resources. The council discussed information about students in student life, advising day, social media and text communication, and Starfish. Different types of communication land differently with students, so we need to use multiple ways to communicate with students.</p> <p>The registrars' office will work with MCTV to produce updated how-to-register videos for students. Academic Services Council had joint discussion with the Student Services and Success Council members. From that discussion, several recommendations were sent to the director of records and registration, who will review for possible implementation.</p> <ol style="list-style-type: none"> <li>1. Use user-friendly language in a payment reminder email sent to students upon registration.</li> <li>2. Add a syllabus link in the course listing.</li> <li>3. List corequisite classes, such as labs and support courses together.</li> <li>4. Generate one CRN for corequisite classes so students only need to register using for one CRN.</li> </ol>

COUNCIL	GOALS	RESULTS, ACCOMPLISHMENTS, AND OUTCOMES
<p><b>Employee Services Council</b></p>	<p><b>Goal 1:</b> Conduct an environmental scan to pinpoint existing “buddy systems,” which pair new hires with experienced employees to enhance their integration and promote a sense of belonging.</p>	<p>The Employee Services Council documented the number of existing buddy programs, detailing the departments in which they were present and collecting feedback from both new hires and experienced employees. The findings indicated:</p> <p>Limited Presence: Only a handful of departments had any form of buddy system in place.</p> <p>Positive Feedback: New hires and seasoned employees in departments with buddy systems reported a positive impact on their integration and overall job satisfaction.</p> <p>Areas for Improvement: Feedback highlighted the need for more structured and formalized programs, with consistent support and more straightforward guidelines.</p>
<p><b>Operational Services Council</b></p>	<p><b>Goal 1:</b> Enhance community engagement and awareness through the production and distribution of informative podcasts.</p>	<p>The Operational Services Council (OSC) completed three podcast episodes (Facilities, IT, and Public Safety), which represents a significant achievement. These podcasts offer a new and engaging way to explore and understand the essential functions within our College. They provide valuable insights and foster a stronger connection between the College community and these crucial business areas. These podcasts live on the OSC webpage.</p>
<p><b>Student Services and Success Council</b></p>	<p><b>Goal 1:</b> Develop a marketing campaign to promote awareness of the Student Services and Success Council to voice their concerns with a specific emphasis on fostering inclusion and equity.</p>	<p>The Student Services and Success Council created several fliers, and planned on attending at least one Student Senate meeting. The chair was scheduled to attend the April 22 meeting, but could not attend due to medical circumstances.</p>



# GOVERNANCE INVITES ALL MEMBERS OF THE COLLEGE COMMUNITY TO BE HEARD

At the start of all 13 governance council meetings, there is a 10-minute period for anyone, student or employee, to bring any concern about any issue of interest. The concern can be a question, issue, or idea the council can address. This practice has been in effect since the start of participatory governance (fall 2012) and is increasingly being used by the College community. The council can research a concern and respond to the constituent or refer the constituent to the appropriate existing College office to resolve the concern.

This academic year, we had 131 concerns come to the governance councils. The councils addressed and closed 110 concerns; 21 are pending. Some concerns are pending because they came to a council close to the end of the academic year. The positive increase in the number of concerns indicates that the College community uses the governance process to bring attention to issues and to help find solutions.

Examples of the major categories of concerns were:

1. Metz Food Service and the need for improved food options and services
2. Flexible Work Arrangements (Telework) Policy and Procedures.
3. Facilities issues related to elevators, charging stations, shuttle bus operations, etc.
4. Referrals to existing MC resources.



# GOVERNANCE KEEPS CONSTITUENTS INFORMED

Governance completed several activities for the express purpose of keeping our constituencies informed. We partnered with MC Wellness to provide information about the MC Wellness program offerings and governance information regarding ways to get involved and connect in governance for each second- and third-shift facilities employee. We stuffed more than 160 bags and delivered them to the Office of Facilities with informational materials on all three campuses.

The Student Council and all three campuses of the Student Government Association held a joint meeting to discuss issues common to our student groups collectively. Joining the student leaders' conversation were the three campus Student Life directors. We discussed issues in which we could collectively make an impact. Governance invited the SGA–Food Service Committee representatives on our three campuses to our Student Council meeting to engage with the Metz regional director and the director of auxiliary enterprises to discuss needed changes in the food services on all campus locations. Since the initial meeting, Metz provided several presentations at various governance councils, conducted follow-up meetings with the students, and made several notable improvements, such as:

1. Improved food safety and healthy food options.
2. Developed a feedback survey to address issues quickly.
3. Installed new vending machines throughout the College.
4. Introduced monthly menu specials at the café locations and for catering events.

Metz is continuing to make additional improvements.

MC launched a new MyMC portal design. The Office of Information Technology presented and entertained questions from governance and shared the updates with all 13 councils. Governance participated in Club Rush on the Rockville Campus, several students received invites to the Student Council meetings. There are plans to expand our presence on all three campuses at Club Rush events in the fall 2024 semester. In addition, we produced two governance digests this year, informing our College community about our progress and upcoming activities. All of the governance minutes and agendas are posted on the governance website, and each governance chair produces a chair's report rich with relevant information for their councils.

*We received 131 constituency concerns with more than 80% of them being addressed.*



# GOVERNANCE SHARES REPRESENTATIVE PERSPECTIVES WITH LEADERSHIP

Montgomery College President Dr. Jermaine F. Williams attends as many governance meetings as his schedule will allow. He provides College updates and always supports the work of governance and its contribution to the College. Members of the President's Cabinet—the senior vice presidents and chief of staff—attend College Council and other council meetings as well. Each senior leader continues to be a leader liaison to councils. College Council heard presentations from each senior vice president to provide an update on current actions within their divisions and offices.

The governance process includes a liaison for each council. This individual is a senior leader of the institution. These leader liaisons attend the monthly meetings and are available to offer guidance and insight into institutional practices and decision-making. The leader liaison supports their respective councils by providing content and context clarification, recommendation development, and historical perspectives. By attending meetings, the leader liaisons hear perspectives from College employees to inform their agendas and gauge the communication strategies needed.

In addition, we had an informational presentation from the Student Wellness Center; the Office of Compliance, Ethics and Risk; the College Ombuds; the Office of Emergency Preparedness; the Office of Equity and Inclusion; and the Office of Human Resources and Strategic Talent Management (HRSTM) regarding various policy and procedure matters, including changes to the College's Flexible Work Arrangements Policy.

With this existing participatory governance structure, the institution has used governance councils as focus groups. For example, the Office of HRSTM solicited the College Council as a focus group for the ongoing Classification and Compensation Study. We met via Zoom with the Segal consultants, addressed several questions, and provided insights into the process. In addition, many departments share their perspectives with governance councils. We heard about the strategic plan updates, MC Innovation Grants, Government Relations Office, the Facilities Master Plan, Policy and Procedures Updates, the College Budget, and plans for Blackboard Ultra.

Also, the College Council shared its perspectives with our Board of Trustees. On October 16, 2023, the Board of Trustees met with the College Council. Council members had a robust conversation with the board. Each College Council chair shared their council's goals and ideas on how they hope to make an impact on institutional priorities.



# GOVERNANCE EMPHASIZES COMMUNICATION, COLLABORATION, AND CIVILITY

The Governance website contains a wealth of information and provides updated council meeting agendas and meeting minutes. We have partnered with many departments and divisions, such as MC Wellness, to get information to second- and third-shift employees. The WDCE Council participated in a Racial Healing Circle as we partnered to produce a Truth, Racial Healing, and Transformation Campus Center, and the Rockville Campus Council worked with Student Life to collaborate with the Mental Health Project.

We regularly post information in *Inside MC* to announce governance meetings and governance happenings. We held successful nominations and elections, with more than 1,900 participating in nominations and 1,575 voting in the elections.

The Administrators Council prepared gift bags with food items and other essentials for our student-athletes who could not travel home for the holidays. Each council-constituency, functional or campus-based, meaningfully impacts our students and our community. All functional councils—Academic Services Council, Employee Services Council, Operational Services Council, and Student Success and Services Council—engage and partner with other departments to share ideas and suggestions for improvements. For example, the Academic Services Council worked with the Student Services and Success Council to provide suggested language adjustments to the automatic email that students receive upon registration. Another example of collaboration is the Operational Services Council, which is working with Office of Facilities to bring attention to a number of facilities matters related to shuttle bus operations, electronic car charging stations, and campus and building signage.

*We held successful nominations and elections, with more than 1,900 participating in nominations and 1,575 voting in the elections.*



# GOVERNANCE IS A TRANSPARENT AND EVOLVING PROCESS

Governance regularly conducts assessment and solicits feedback for governance improvements. We respond quickly to feedback and assessment. When asked what we are doing well, we repeatedly receive compliments about governance being a well-organized, accountable, standardized, process which is supported by the president. There are clear guidelines and expectations. It is a great space to meet new people, get a collegewide perspective of institutional priorities, learn how problems are solved, and understand factors for consideration in decision-making. Recommended changes include adjustments in council meeting times, so that meeting times do not overlap, and more detailed communications about constituency concerns. Other suggestions include continuing midyear training for governance officers, conducting more in-person meetings, and updating the governance document (constitution, handbook, and bylaws). Overall, employees expressed how grateful they are of the governance experience.

Based on this feedback, we are looking for ways to regularly make constituency concerns more visible to the College community. We will hold our first in-person training during fall professional week since 2020. We will also reach out to all College community members to engage them and encourage them to join governance as a part of their MC experience. We are a part of the HRSTM bimonthly new hire orientation and provide an overview of governance. Our future looks bright as we uphold these promises of participatory governance as a service to the College.

As governance continues to evolve to the changing needs of the students and the College community, we are mindful to maintain transparency and watchful of the current strategic goals and institutional transformational aspirations as we adjust this process. Our immediate future goals included:

- Complete the review and update of governance documents (constitution, bylaws, and handbook).
- Partner with the director of planning and policy to discuss Strategic Plan outcomes and track the College's progress.
- Provide input to Policy and Procedures updates.
- Increase in-person governance trainings and meetings.
- Promote the governance process to the College community.

*We held two Governance Awareness Days, one each semester, in five different college locations to support involvement and promote a sense of belonging. More than 250 employees and students received governance information, materials, and MC swag, and were given an opportunity to ask questions and present their ideas.*



# THANK YOU!

Thank you to the 2023–2024 roster of governance chairs. It is such an awesome responsibility to chair a council. These leaders have done an incredible job supporting governance. It is a professional development opportunity to learn about the workings of different divisions and departments within the College and engage with College employees and students from within our vast operations. We celebrate them and thank them for their service.

## COUNCIL CHAIRS

College Council

Shakenna Adams Gormely

Academic Services Council

Tilandra Rhyne

Employee Services Council

Paul Miller

Operational Services Council

Christine Crefton

Student Services and Success Council

Ernest Cartledge

Administrator Council

Akima Rogers

Faculty Council

Anestine Theophile-LaFond

Brenda Knopp

Staff Council

Nghi Nguyen

Student Council

Jefferson Vasquez Reyes

Takoma Park/Silver Spring

Campus Council

Matthew Wilson

Germantown Campus Council

Amanda Darr

Rockville Campus Council

Katherine Goldstein

Workforce Development and Continuing Education

Campus Council

Rabbee Awan

Special thanks go to the outgoing and incoming College Council Leadership, who are all serving a second term: Ms. Shakenna Adams Gormely, chair; Dr. Paul Miller, vice chair; and Ms. Tilandra Rhyne, secretary.







## SUMMARY

The promise of governance to serve the College is alive and well at Montgomery College. We focus on the mission of the College, we seek to promote mutual success; we invite all members of the College community to be heard; we keep constituents informed; we share representatives' perspectives with leadership; we emphasize communication, collaboration, and civility; and we ensure governance is a transparent and evolving process. It is our hope that we continue to be the standard-bearers for excellence in governance, and we are grateful for the support of President Dr. Jermaine F. Williams and senior leadership for using this process for feedback and input into College decision-making.





**MONTGOMERY COLLEGE**

[montgomerycollege.edu/about-mc/governance](http://montgomerycollege.edu/about-mc/governance)