June 8, 2018

June Meeting Highlights—What to Expect and Why

Your next meeting—the final meeting of the fiscal year—is scheduled for Monday June 25, 2018. Following are the activities, reports, and resolutions planned at this time.

Student Success Goals. This action will establish specific goals for student success for graduation, transfer, and attainment of baccalaureate degree after transfer. These goals were reviewed this spring by the Educational Excellence committee.

Final Adoption of the FY19 College Budgets. State and county appropriation decisions are final; the budget requests adopted last November (capital budget) and January (operating budget) will be on the agenda for final approval.

Petitions for FY19 State Funding. This action requests the final approval from the Board of Public Works (BPW) for funding the purchase of furniture and equipment for the Student Services Center project on the Rockville Campus. The resolution requests that the county council petition the Maryland Higher Education Commission to recommend $3,749,000 in funding to the BPW.

FY19 Employee Compensation. This resolution recommends salary for non-bargaining administrative, associate, and support staff including general wage and salary adjustments and funds in support of recognition awards for all eligible employees. Salaries for bargaining unit employees are handled through the collective bargaining process.

Acceptance of Diversity Plan Progress Report. This annual report reviews the College's progress in implementing our Cultural Diversity Plan approved by the board in 2013.The report is due to MHEC by September 1.

Contracts. Five contracts on are the agenda for your approval: (1) the replacement of the 28-year-old cooling tower on the rooftop of the Central Services Building; (2) the continuation of Banner Enterprise Resource Planning Software maintenance and related support services; (3) the addition of consulting hours needed in response to changes by the College in the timeline and scope of Workday; (4) information technology contracting and services; and (5) the lease of new ultrasound equipment for the diagnostic medical sonography program.

Lease for Warehouse Space. This lease agreement will allow the College to continue leasing warehouse space on Standish Place for storage and workspace for several operations and activities.

New Policy. A new policy providing protection against retaliation will be presented for consideration.

The following items are on your consent calendar:

Personnel Actions Confirmation Report. This monthly review of personnel actions documents actions taken in April 2018.

Retirement Recognitions. Retirement resolutions for your consideration in June are for individuals who retired during the spring semester.

Policy Modifications. Four policy modifications will be presented regarding employee status, ombuds, whistleblower protections, and safety and security.

Capital Projects and Technical Update to FMP. This action approves the update to the 2013-2023 Facilities Master Plan and its transmittal to MHEC, the Department of Budget and Management, the Department of General Services, and the Department of Planning.

Amendment to WSSC Lease Agreement. This action authorizes a second amendment to a 99-year lease agreement entered into with Washington Suburban Sanitary Commission in 1978 for the purpose of constructing, operating, and maintaining a water storage tank and associated water mains on property owned by the College on the Germantown Campus. The proposed second amendment would lease WSSC additional land for its water storage tank, amend the lease term to 50 years, and grant permission to WSSC to enter into subleases or agreements with the state, county, Washington Metropolitan Area Transit Authority (WMATA), or other entities for the purpose of installing, operating, and maintaining communications equipment and antennas at the leased premises and on the water storage tank.

Program Deletion. This action deletes the fire prevention technology associate of applied science degree and the fire prevention technology certificate due to changing market demands.

Board business. Your FY18 annual report is on the agenda for your adoption; officer elections will be held.

Alumni Insight

June 2018

What is Alumni Insight?

Alumni Insight from Economic Modeling Specialists, Intl. (Emsi) pulls real-time data from millions of public profiles and résumés to instantly collect past students' job titles, employers, and skills. Emsi was able to identify 55,000 MC alumni whose information was posted in public profiles.

What does the data tell us?

55,027
Alumni profiles identified
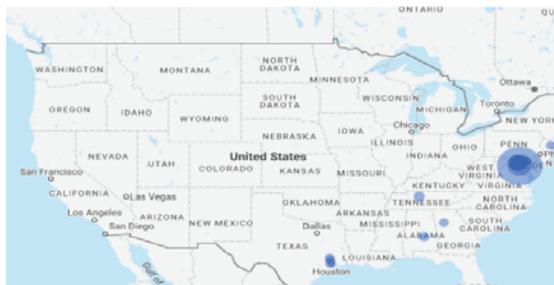
Alumni Insight data is updated with new records quarterly, and is searchable by geographic region, by occupation, by program, and by company which allows the College to explore alumni at specific companies or in targeted occupations and job titles.

Top Cities

City	Profiles
Washington, DC	11,845
Silver Spring, MD	5,208
Gaithersburg, MD	3,244
Germantown, MD	2,747
Rockville, MD	2,634
Baltimore, MD	1,159
Frederick, MD	942
Montgomery Village, MD	765

Top Companies

Company	Profiles
Montgomery College	433
Montgomery County Public Schools	251
University of Maryland	250
Marriott International, Inc.	186
National Institutes of Health	155
CVS Health Corporation	141
Holy Cross Hospital, Inc.	139
United States Department of the Army	134
Verizon Communications Inc.	127
Bank of America Corporation	126

Top Job Titles

Job Title	Profiles
Administrative Assistant	1,552
Customer Service Representative	934
Retail Sales Associate	752
President	732
Project Manager	668
Sales Manager	664
Office Manager	651
Cashier	513
Registered Nurse	443
Account Manager	411

How does Montgomery College use the information?

- Discover the return on investment for our programs
- Tailor alumni outreach campaigns
- Show prospective students that alumni are employed in quality careers

- Compare student outcomes with other institutions
- Communicate value to stakeholders
- Build strategic partnerships with employers hiring our graduates

College 2020 Update of the Month

Since 2012, the *Montgomery College 2020* strategic plan has driven significant changes in support of student success. The Performance Canvas within the plan contains three broad levels of indicators that the College uses to track its progress in realizing the themes of the plan—objective indicators, subjective indicators, and cognitive indicators. This month's update takes a look at the cognitive indicators on the canvas.

What are "cognitive indicators"? These consist of 10 indicators that reflect feelings and beliefs about the College, based on the impressions formed through interactions with the College or interpretations of information about the College. Awards and recognition indicators include grant awards, transfer scholarships, recognitions received by faculty and staff, employee philanthropy, and the satisfaction of businesses for which the College provides contract training services. What we call "valuation indices" include student satisfaction, student goal attainment, and employee engagement.

How are we doing? In FY18 the College provided 72 businesses with training, an increase over the previous year—but still short of our annual goal of 80. In another indicator, 31 grants were awarded to MC in FY18 (our target is 40). Of those grants, three were each more than $1.5 million.

What do "awards and recognitions" indicators measure? These indicators assess the College's performance in relation to external validation or honors. For example, 98 percent of employers reported satisfaction with contract training services provided in FY18, exceeding our target of 95 percent. The College seeks to increase the number of employees and retirees who donate annually to the Montgomery College Foundation from 240 to 325 by 2020. In FY18, 345 employees and retirees contributed, exceeding our goal.

What do "valuation indicators" measure? These indicators reflect how the College is performing relative to internal and external perceptions. For example, we challenged ourselves to get 100 percent of departing MC students to be able to report having achieved their academic goals—97 percent reported it in our latest measure. An assessment of employee satisfaction—those who believe that their work supports the College's mission—is currently over 90 percent, close to our target of 100 percent.

What are the other types of indicators in the canvas? In addition to the cognitive indicators, there are also objective measures (representing number-based or value-added activities) and subjective indicators (representing rankings and ratings, and reflecting the College's standing or position on a scale). These topics were features in the April and May issues of *Monthly Outlook*. When taken together, these three assessments provide a solid analysis of how the College is advancing toward its *Montgomery College 2020* goals. Recognizing improvement, while identifying areas for growth, strengthens the College's overall progress.

Be well,

DeRionne P. Pollard, PhD

We empower our students to change their lives, and we enrich the life of our community. We are accountable for our results.