

MC GOVERNANCE

Governance Goals 2024-2025

Id	Council Name	Goal 1: What goal would the Council like to accomplish by the end of the academic year?	Goal 2: What goal would the Council like to accomplish by the end of the academic year?	Results, Accomplishments, and Outcomes
1	Academic Services Council	Increase knowledge and awareness of academic resources by inviting at least two guest speakers per month to council meetings. Collaborate with faculty, staff, and student organizations to promote these meetings and create an inclusive and accessible space for discussion and information sharing. Aim for a 20% increase in student and employee participation, focusing on equitable access for all students, including underrepresented groups.	Collaborate with the Student Services and Success Council to identify current academic and student resources. Provide this listing to academic affairs leadership with the hope of them creating a comprehensive list. Additionally, identify gaps in needed resources, with a focus on ensuring equitable access for underrepresented student groups. Involve a diverse team in the collection and review process to ensure inclusivity in identifying any gaps in this resource list that may lead to the development of a governance recommendation.	<p>The Academic Services Council focused its efforts this year on advancing awareness, access, and collaboration across the College community. Our three goals were fully implemented, and the Council is proud to report measurable progress and positive impact across all areas.</p> <p>Goal 1: Increase knowledge and awareness of academic resources by inviting at least two guest speakers per month to council meetings. Status: Achieved</p> <p>Throughout AY25, the Council hosted an impressive lineup of speakers across monthly meetings. Each session featured at least two guest presenters, representing a broad spectrum of departments including Academic Affairs, Student Affairs, Public Safety, IT, Libraries, Career Services, and more. These presentations provided timely updates and critical insights into institutional priorities, processes, and support services that directly impact student learning and success.</p> <p>Impact: This initiative positioned the Council as a consistent hub for information sharing. It strengthened cross-departmental communication and ensured that council members remained informed advocates for student support. Informed</p>

				<p>council members are better equipped to elevate key issues, provide feedback, and share accurate information with students and colleagues alike.</p> <p>Goal 2: Collaborate with faculty, staff, and student organizations to promote council meetings and create an inclusive and accessible space for discussion. Aim for a 20% increase in student and employee participation.</p> <p>Status: Exceeded</p> <p>Participation in council meetings dramatically increased in AY25, far surpassing the original goal. As shown in the attached visual data:</p> <ul style="list-style-type: none"> • Total guest attendance rose from 24 in AY24 to 110 in AY25, representing a 358% increase. • Unique guests increased from 17 to 71. • The Council welcomed guests from diverse roles: staff (by far the largest group), faculty, students, and even contractors. <p>Monthly guest attendance showed consistent growth throughout the year, with notable spikes in November, February, and May. These increases were due in part to proactive outreach efforts, coordination with other departments, and intentional engagement strategies led by council members and student support services. Thanks to coordination with Dr. Price and Dr. Mills, and contributions from the past chair of ASC, we compiled and reviewed existing materials.</p> <p>Impact:</p> <p>This work confirmed that a foundational set of resources exists, but also revealed an opportunity for a more coordinated, sustainable solution. As a result, we recommend a future initiative—possibly in collaboration with OACE and Operational Services Council—to support the creation and maintenance of a</p>
--	--	--	--	---

				centralized, accessible platform for students. Such a resource would eliminate confusion and ensure consistent access to support, particularly for new and first-generation students.
2	Staff Council	Goal 1: Volunteer for Mobile Market	Cloth Collections for Spiffy Closet (Partnership with WDCE and Operational Services Council)	<p>Our goal was for members to complete a combined total of 10 volunteer shifts at the Mobile Market, which we successfully accomplished early in the spring semester. We're proud to share that our efforts have continued beyond that. So far, we've completed over 20 volunteer dates, and we plan to keep supporting the Mobile Market throughout the summer.</p> <p>We initially aimed to collect 100 clothing items for donation to the Spiffy Closet for Goal 2. Thanks to the incredible generosity of our staff and faculty, we exceeded that goal by collecting over 300 items!</p>
3	WD&CE Campus Council	Organize and sponsor a Truth, Racial Healing, and Transformation Circle, with participation from WDCE faculty and staff, and open to the entire college community, during the spring semester.	The WDCE Council will focus on creating impactful community engagement with initiatives that serve the MC Community. Our council members will collect items to donate to the Spiffy Closet and, will volunteer and participate in Mobile Markets during the academic year.	<p>Throughout the 2025 Academic Year, the WDCE Council accomplished two primary goals: (1) organizing and sponsoring a Truth, Racial Healing, and Transformation (TRHT) Circle, and (2) participating in impactful community engagement with initiatives that serve the MC Community.</p> <p>To fulfill the first goal, the WDCE council co-sponsored a TRHT Circle in partnership with the Office of Equity and Inclusion on April 10, 2025, as a part of Equity Week. WDCE provided lunch for the participants and facilitators, allowing them the opportunity to connect before the circle. This helped encourage the connections and conversations that then took place during the circle. During the 90-minute healing circle, participants explored themes of community and shared perspective, and through storytelling.</p> <p>For the second goal, the WDCE Council participated in impactful community engagement through two primary acts of service. The first was through donations to the</p>

				<p>SPIFFY Closet. Council members donated more than 150 items of professional and casual attire and helped collect additional items from the broader College community. The SPIFFY Closet (Smart Professional Intangibles Free for You) is a student-driven initiative offering Montgomery College students access to no-cost clothing that supports their professional development.</p> <p>The other way our members engaged with the community was through volunteering at the MC Mobile Markets. Council members collectively volunteered at 17 Mobile Markets throughout the year. The Mobile Market provides free fruits, vegetables, and other foods to Montgomery College students, employees, and the surrounding community.</p> <p>With these goals serving as a roadmap for the academic year, the WDCE Council members did their part and contributed to fostering a stronger sense of belonging at the college, while also supporting student access and success.</p>
4	Student Services and Success Council	The Council has a marketing campaign goal in which we will work with to the Office of Community Engagement to translate an informational flyer into 3 different languages. The flyer will have the Council's mailbox and future meeting dates. The flyer will be distributed to students, inviting them to participate in our meetings or share any student's concerns.	Attend at least one Student Council meeting each semester.	<p>We created and distributed a flyer translated into three different languages (Spanish, Amharic, and Vietnamese), promoting our meetings with a QR code with our standing Zoom link.</p> <p>We attended three Student Council meetings over the academic year. We were able to provide information about the graduation process at the joint Student Council and SGA meeting and answer their related questions.</p>

5	Germantown Campus Council	Identify and learn about resources available from the College or the local community that will contribute to student success; develop and implement a plan to share this information more broadly with students and employees across the Germantown Campus.	The Germantown Campus Council will partner with at least one MC group to provide support or resources for our students and/or help nurture a sense of belonging on our campus.	<p>The Germantown Campus Council had a goal of learning about the resources available to students through the College and local community and then developing a plan to share this information more broadly with students and employees across the campus. We invited speakers to our meetings and learned about the Social Resource Program, the MC Scholarship & Emergency Assistance Program, the MC Student Career & Employment Services, and the Upcounty Regional Services Center - to name just a few. Members of the Council shared this information with the students and colleagues in their areas. In addition, the Council provided feedback on a resource list compiled by the Germantown Campus Dean and suggested places the list could be shared and posted in order to help get the word out. The list was sent to all administrative aides on campus and also added to the Germantown Campus webpage under the heading "Student Resources on Germantown Campus." A downloadable PDF of the identified resources is also available at this site.</p> <p>The Germantown Campus had a second goal of partnering with at least one MC group to provide support or resources for our students and/or help nurture a sense of belonging on our campus. The Council hosted a lunch-and-learn during our regular meeting time on the day we brought the community program manager from the Upcounty Regional Services Center to campus. We extended an invitation to everyone on the campus to join us and learn about the county resources available to our students and their families. Ten non-council members joined us for this presentation, stayed afterwards to talk to our guest, and have since distributed the materials he shared with us that day.</p>
---	---------------------------	---	--	---

				<p>In addition, since the Staff Enrichment Day was taking place on the Germantown campus this year, each council member provided several handwritten notes of encouragement that were included in the bags distributed to each attendee. We enjoyed seeing and hearing employee's reactions as they discovered the personalized note. Finally, the Germantown Campus Council hosted another "Fun at the Park" baseball game to support our student athletes and create a space for employees to enjoy some time together. We greatly appreciated the College Council's support as they adjusted their meeting schedule and joined us for the afternoon event.</p>
6	Rockville Campus Council	Work on greater visibility of our Council to reach a greater part of the campus community.		<p>This year the RV campus council heard 29 constituent concerns, all of which were heard and addressed. We have 2 being monitored for completion from facilities. Our committee instituted email meeting reminders on a regular basis and posted flyers that were created by our committee on campus. This was done to inspire the campus community to become aware of our monthly meeting. Towards the end of the fiscal year we did see an increase in attendance from the campus community of 1-2 people per meeting. Also, more constituents reached out to their representative with concerns.</p>
7	Administrator Council	Encourage Administrator Council members to participate in anti-racism badging or in enroll in at least two DEI trainings or activities.	Each Council member to encourage at least two co-workers to participate in DEI training or activity over the next year.	<p>Several council members attended DEI activities. While the number was not large, several council members found the time to engage in DEI activities or programs. In addition, we focused on data presentation at most of the council meetings, thus engaging administrators in the variety of data available to them.</p>

8	Faculty Council	<p>Goal 1</p> <p>1. Identify any existing communication and/or processes involved in classroom space design and classroom technology usage.</p> <ul style="list-style-type: none"> a. Review Policy and Procedures b. Meet with OSC to share concerns and listen c. Meet with Facilities to share concerns and listen <p>2. Suggest a plan to make the process more visible and how to communicate with faculty stakeholders</p> <p>3. Circulate findings to all faculty via email blast, plus Faculty Council representatives report to their various disciplines.</p>	<p>Goal 2: Developed Procedures for MC MHEC Faculty Rep. Selection</p> <p>Goal3: Revised Outstanding Faculty Awards</p> <p>Goal 3: Recommend changes to the FT and PT Faculty Award.</p> <p>Goal 4: Revitalization of Faculty Senate on Both TP/SS and GT campuses</p>	<p>Goal 1: Communication Process with Operations and Facilities:</p> <p>To find out and understand how the College goes about making decisions to improve, add, or change technology, design teaching spaces, and how these are communicated to faculty.</p> <p>March 06, 2025: Information Technology: Faculty Council discussion with Anna Hamilton and Chris Cusic. Title: Policy and Procedures - Technology changes for teaching and learning.</p> <p>April 3, 2025: Facilities: Faculty Council discussion with Kerry Norberg and Carla Pullen. Discussed the processes involved in designing physical spaces for teaching and learning and how these are communicated to faculty.</p> <p>The expectation is to establish a communication plan which outlines how faculty will engage in discussions to influence the technological needs for teaching and learning. The FC provided its representatives who will work with the IT to realize the goal. Working Group Members: Alla Webb, Antonio Del Castillo, Harry Singleton. The same working group members will serve as the point of contact for both Facilities and Operations. The Working group will represent FC at all meetings with both Operations and Facilities. A Clear communication procedure will be the final outcome of these dialogues.</p> <p>Goal 2: Developed Procedures for MC MHEC Faculty Rep. Selection Design procedure for selecting MC MHEC Faculty representative. Successfully submitted proposal and obtained approval of process. MC MHEC rep selected: Anthony Solano with Maurice Shihadi as proxy.</p> <p>Goal 3: Revised Outstanding Faculty Awards</p>
---	-----------------	---	--	--

				<p>Collaborated with Staff Council to revise the Outstanding Faculty Award for both Part-time and Full-time faculty, Staff and Students. The document was approved by Faculty Council and was successfully submitted to College Council. The recommendation was approved by college president and is posted on the governance website.</p> <p>Goal 4: Revitalization of Faculty Senate on Both TP/SS and GT campuses: Both entities were successfully revitalized. The Senators have met at least two times for the spring semester. A recruitment drive is ongoing on both campuses. The executive positions have been filled. TP/SS Faculty Senate co-chairs are Marianne Wysong and Pierre Hargas with Michelle Hines as secretary. GT Faculty Senate, Tamesha Robinson, Eivazi Farnaz and Sally McClean in leadership positions.</p>
9	Student Council	The Student Council will promote voter awareness by visiting all three campus SGAs with the MC Votes Student Ambassadors. A presentation on governance was made at each campus, along with an appeal to vote. Additionally, the Student Council invited the President of the League of Women Voters to speak at a Student Council meeting.	The Student Council will work with SGA and other student groups to provide input to the Enrollment Management Plan working with the Interim Senior Vice President of Student Affairs.	<p>Over the course of the 2024–2025 academic year, our Council focused on two core goals that align with Montgomery College’s Strategic Plan and transformational aspirations:</p> <ol style="list-style-type: none"> 1. Bridging the gap between student governance and the broader student body to promote voting the fall elections. A presentation on governance was made at each campus, along with an appeal to vote. 2. Increasing student participation in council activities. We pursued these goals through a series of targeted initiatives that prioritized outreach, collaboration, and student-centered engagement. <p>Additionally, the Student Council assisted in developing a student selection process and soliciting candidates for the MC representative to serve on the MHEC Student Advisory Committee.</p>

10	Operational Services Council	Providing annual resources for students via clothing and food drives on each campus, addressing clothing needs and food insecurity.	Support College Council Governance, community and constituent engagement	<p>The Operational Services and Staff Councils collaborated to innovate solutions that support our goals. Our primary concern was addressing the concerns of our constituents. Communication and understanding building were the tenets of this 2024 MC Governance season.</p> <p>Our first goal was a collaborative effort with Staff Council to address student food and clothing insecurity by creating an employee resource of support via donation collection. We set a goal of 2 deliveries of pantry/clothing items per campus and were able to meet that goal, providing students with the resources they desperately need to succeed. We collected and delivered over 2,000 items to the RV Spiffy Closet, ensuring its visibility and viability in the student resource plan.</p> <p>Our secondary goal, in support of the larger College Council's goal for enhancing Governance visibility and support, was achieved with five council members attending coordinated events, such as MC Governance Days and MC Club Rush, and providing assistance with five MC Mobile Markets events.</p>
11	TP/SS Campus Council	The TP/SS Campus Council will implement phase two of our goal to expand waste composting on campus. We will trial post-consumer food waste composting in one building, and if successful and with employee buy-in, we will expand the program campus-wide.	N/A	After consultations with our campus Facilities team, we developed a process to pilot a composting program. The pilot would be conducted in an employee breakroom in the Health Sciences building. We chose this building because of its significant presence of employees, including both faculty and staff. Additionally, we understood that the employee training would require the assistance of the Health Sciences department. Although implementation was delayed, we will encourage the start-up during the coming academic year.
12	College Council	Make recommendations on the revisions to all governing documents. Update the		The College Council's ad hoc committee met throughout the Spring semester to review the governing documents. Only the Constitution and

		governance documents, namely the Constitution, Bylaws, and handbook.		Bylaws needed approval by the President and College Community. The documents were then uploaded the website for public review and comment. Once the documents were reviewed and updated, the College Council approved the revised documents and sent them to the President, acknowledging receipt for his review. The President approved the revised document 06/25, and it has been posted to the governance website. The governance handbook also was updated and posted to the governance website.
13	Employee Services Council	Develop guidelines for formalizing Employee Resource Groups (ERGs) and Affinity Groups (AGs) at the College. The plan is to develop a recommendation based on input from the council.		In FY25, the Employee Services Council developed a recommendation to formalize ERGs and AGs at Montgomery College. The recommendation includes eligibility and formation criteria, a funding structure, expectations for annual reports and budgets, as well as a two-year renewal process. This work was informed by national models, internal group feedback, and a February 2025 meeting with Sherwin Collette, where preliminary details and structures were reviewed. At the time of this report, the recommendation is awaiting next steps from the Office of Administrative and Fiscal Services.

Note: These goals were submitted by the chairs of each governance council.