



College Council

Tuesday, February 24, 2026

Meeting #10

1:00-3:00 p.m., Zoom

MINUTES

Members Present: Paul Miller (Chair); Nghi Nguyen (Secretary, Staff Council Chair); Tamesha Robinson (Faculty Council Chair); Angela Nissing (Academic Services Council Chair); Tonya Addleman (Germantown Campus Council Chair); Jason Bruffy (Takoma Park/Silver Spring Campus Council Chair); Angel Griffin (Workforce Development and Continuing Education Council Chair); Sepydeh Yousefi (Employee Services Council Chair); Fernaundra Ferguson (Operational Services Council Chair); Jin Khademi (Rockville Campus Council); Surayya Johnson (Student Services & Success Council Chair); Mahnoor Z. Asif (Student Council Chair)

Absent: Suzette Spencer (Vice Chair, Administrator Council Chair)

Proxy: Erik Swanson for Suzette Spencer

Guest Speaker(s): Dr. Jermaine F. Williams, Dr. Carolyn Terry, Ms. Tonya Addleman, Dr. Glenda Hernandez Tittle, Dr. Sylvea Hollis, Sepydeh Yousefi.

Guest(s): Dr. Debbie Van Camp, Dr. Deidre Price, Dr. Tiffany Ray-Patterson, Andrew Scheppler, Cathy Henley, Dr. Stephen Cain, Dr. Sarah Campbell, Dr. Michelle Campbell, Rosa Trigo

Liaison: Dr. Stephen D. Cain, Chief of Staff

Governance Director: Dr. Clevette Ridguard

Resource: Yvette Taylor

Call to Order

- There was a quorum to conduct business. Nghi Nguyen, for Dr. Paul Miller (Chair), called the meeting to order at 1:03 p.m.

Approval of Agenda and Minutes

- The February 24, 2026, agenda was approved as written.
- The minutes for February 10, 2026, approved as written.

Constituent Concerns

- No constituent concerns were raised.

Chair's Report

- Tonya Addleman, Board of Trustee Meeting
 - Dr. Williams shared information about Student Advocacy Day, highlighting how students are advocating for the needs of the College.
 - Enrollment has outpaced national trends, reflecting continued growth and strong student interest.
 - The second-quarter financial summary indicates the College remains on track.
 - Employees were recognized for their retirements, with the average length of service being 25 years.
- Nghi Nguyen, Staff Enrichment Day
 - Total of 37 workshops are planned.
 - SED committee members will conduct campus visits to review room spaces.
 - The event will utilize both sides of the campus to accommodate space needs and presenter requirements.
- See the Chair's Report.

President's Remark

Dr. Jermaine F. Williams

- Dr. Williams checked in with the Council on the President's Report for College Council
- Council members have shared the report with their constituents
- Dr. Williams encourages faculty and staff to read and share report

Strategic Plan Updates

Dr. Carolyn Terry, Associate Senior Vice President - Curriculum, Placement, & Pathways

- Strategic Plan Outcome 4S: All degrees, certificates, and micro-credential are designed for economic, social, and community impact.
- Economic impact and curriculum
 - Alignment with regional labor market demand
 - Integration of industry-recognizes credentials and certifications
 - Stackable pathways leading to living-wage careers
 - Clear transfer agreements supporting bachelor's attainment
- Degrees and certificates should lead to a family-sustaining wage, either through immediate employment or further degree attainment through transfer.
- Of the 127 degrees and certificates offered at MC, 86 can lead to a family-sustaining wage in 2026. That's 67%.
- See Strategic Plan Outcome 4S Presentation

Middle States Accreditation Self-Study Updates

Ms. Tonya Addleman, Dr. Glenda Hernandez Tittle, and Dr. Sylvea Hollis, Middle States Co-Chairs

- Standard III: Design and Delivery of the Student Learning Experience
 - An institution provides students with learning experiences that are characterized by rigor and coherence at all program, certificate, and degree levels, regardless of instructional modality. All learning experiences, regardless of modality, program pace/schedule, level, and setting are consistent with higher education expectations.
- Standard IV: Support of the Student Experience
 - Across all educational experiences, settings, levels, and instructional modalities, the institution recruits and admits students whose interests, abilities, experiences, and goals are congruent with its mission and educational offerings. The institution commits to student retention, persistence, completion, and success through a coherent and effective support system sustained by qualified professionals, which enhances the quality of the learning environment, contributes to the educational experience, and fosters student success.
- Each standards have criteria that must be met.
- Draft #1 of Self-Study Chapters Engagement Opportunities
 - March 4-13: The report will be posted on the MC Middle States webpage. Complete feedback by March 13.
 - Forums
 - Virtual: 3/3, 1:00-2:00 p.m.; 3/5, 2:00-3:00 p.m.
 - In-person: 3/9, 11:00 a.m.-12:15 p.m., GT, PK 105; 3/12, 12:00-1:15 p.m., RV, SV 416; 3/12, 2:00-3:15 p.m., CT, S 201

Proposed Recommendation and Vote

Sepydeh Yousefi, Employee Services Council Chair

- The Employee Services Council now seeks to move forward with a governance recommendation to formally document the request for the College to investigate the feasibility of establishing ERGs and AGs at Montgomery College as part of this ongoing effort.
- ESC recommends an institutional exploration of the formal formation of Employee Resource Groups (ERGs) and/or Affinity Groups (AGs) and that the results of this exploration be shared with the College community.
- Sepydeh Yousefi motioned to move the recommendation forward. Tonya Addleman seconds.
- Unanimous vote from members to move recommendation forward.

Governance Elections Updates

Dr. Clevette Ridguard

- Announcement about Governance Nominations and Elections are out
 - Monday Minutes
 - Constituency Council, spread the words
 - Need volunteers to man the table for SED
 - Talk to three people about self-nominating or nominating people they know

- Each council member should invite at least three people to attend a council meeting.
- Chairs should encourage participation and engagement at each meeting.

Engagement and Assessment Exercise

Dr. Clevette Ridguard & Dr. Paul Miller

- Analysis
 - When you hear “governance assessment,” what comes to mind—hopes, concerns, or questions?
 - What would make this assessment feel meaningful rather than performative to the people you represent?
 - From your vantage point, who tends to be heard easily in governance conversations—and who might need more intentional invitation? What kinds of feedback mechanisms feel most authentic for our college culture—conversations, surveys, small groups, something else?
 - In an ideal world, how might students experience or contribute to a governance assessment?
- Feedback
 - The term “effectiveness” reflects a positive perspective on our work, emphasizing how we are achieving, and continuing to work toward, our goals.
 - Aligns with Strategic Plan, Goal 3
 - The term “Effectiveness” feels forward and sincere, make it look transparent.
 - Possibilities: Governance Impact Analysis, Governance Appraisal or Analysis, Governance Effectiveness Review.
 - We have two groups: those who participate in governance and those who have never been involved in governance. We need to examine both groups to assess how governance has functioned and its impact on each.
 - Council members can look at the current Governance bylaws, constitution, recommendations, etc.

Adjourned

- The meeting adjourned at 3:01 p.m., following a motion by Tonya Addleman and seconded by Erik Swanson.

Next Council Meetings

- 3/10, 3/24, 4/14, 4/28, 5/12

Submitted by

- Nghi Nguyen, College Council Secretary