

## **MONTGOMERY COLLEGE GOVERNANCE**

### **Employee Services Council**

**Thursday, February 6, 2020**

**CT S102**

**1 – 3 p.m.**

#### Attendees

Members Present: David Torain, Elizabeth Benton (via phone), Sabrina Bielefeldt, Rich Cerkovnik, Rowena D'Souza, Liz Feldman, Nicole Given, Kimberly Robinson (via phone), Natalya Sacks, and Chayanne Samuels (via phone)

Absent: Michele Harrell, Barnabas Nkemele, Santo Scrimenti, and Dimaysone Tchouate Wanteu

Guests: Krista Leitch Walker, Sharon Bland, Maria Davidson, and Colleen Dolak

#### Call to Order

David called the meeting to order at 2 p.m.

#### Constituent Concerns/Comments

- There were no constituent concerns.

#### Prior Meeting Minutes

- The December minutes were approved with no changes. The January minutes did not to be approved since there were was no quorum for official business to take place.

#### HRSTM Update

- Krista spoke about several HRSTM initiatives, including the employee engagement survey that will not be distributed until fall. All supervisors are required to do the 360° surveys this year. Submissions are anonymous and result reports are generated by outside vendors. Workday will go live in January 2021 and will change the way we do work at the. She also mentioned the complete redesign of the alternate work schedule policy and procedure.
- Rowena distributed information about a free resource available to all employees. This resource can be used for various life situations and employees are encouraged use it.

#### Search Advocate Program

- Sharon Bland spoke about the Search Advocate Program, which is a new program to assist with increasing diversity in recruiting for positions. The program is being piloted and is modelled after the program at Oregon State University. Diversity ambassadors have been trained and are available to work with HRSTM during position searches. HRSTM is working with marketing to leverage employment opportunities.

#### Constituent Concerns Discussion

- Natasha attended a retirement seminar and learned that there are different retiree benefits for faculty and staff. Retirement depends on the person's age and the years of service to the College. Rowena informed everyone the biggest benefit to retiring is being able to participate in the group health insurance.
- David spoke with senior leadership about scholarly activity and while they thought it was a good idea, they want to know how it can be cost effective and if staff should be included. ESC

discussed inviting the chair of the faculty council to a meeting to discuss the issue and had a conversation about ESH versus professional development leave.

#### Compliance and Ethics Fellows Program Cohort

- Maria spoke about a new opportunity for employees to serve as compliance ambassadors and earn professional development. Any employee can apply to become an ambassador and can choose between a one or two year commitment. Members will also serve as an advisory workgroup and provide input from an employee perspective.
- Maria also informed everyone about the Speak Up MC Climate Survey. According to a previous survey, 14% of students surveyed have experienced sexual assault since coming to college. ESC discussed this statistic and talked about inviting Kristen Roe and Christopher Moy to a future meeting. The current Speak Up MC Climate Survey will be open between February 17 and March 9.

Meeting adjourned at 4 p.m.

Respectfully submitted by  
Nicole Given, Employee Services Council Secretary