



## College Council

Tuesday, October 21, 2025

Meeting #4

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

## MINUTES

**Members Present:** Paul Miller (Chair) | Amanda Darr (Vice Chair, Faculty Council Chair) | Nghi Nguyen (Secretary, Staff Council Chair) | Angela Nissing (Academic Services Council Chair) | Surayya Johnson (Student Services & Success Council Chair) | Mahnoor Z. Asif (Student Council Chair) | Tonya Addleman (Germantown Campus Council Chair) | Jason Bruffy (Takoma Park/Silver Spring Campus Council Chair) | John Deamond (Workforce Development and Continuing Education Council Chair) | Sepydeh Yousefi (Employee Services Council Chair) | Fernaundra Ferguson (Operational Services Council Chair) | Suzette Spencer (Administrator Council Chair)

**Absent:** ---

**Proxy:** Toro Oladokun for Jin Khademi (Rockville Campus Council Chair) | Erik Swanson for Suzette Spencer (Administrator Council Chair)

**Guest Speaker(s):** Krista Leitch Walker, Vice President of HRSTM | Megan Cooperman, Employee Wellness Specialist | Tonya Addleman, Dr. Glenda Hernandez Tittle, and Dr. Sylvea Hollis, Middle States Co-Chairs | Dr. Debbie Van Camp, Chief Planning, Policy, and Governance Officer

**Guest:** Dr. Sophia Mason, Charmaine Weston, Dr. Deidre Price, Eric Scharf, Luc Desir, Dr. Michelle Campbell, Page Whittenburg, Pat Mac, Dr. Sarah Campbell, Sherwin Collette, Dr. Tiffany Ray-Patterson, Selma Laporte

**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. Paul Miller (Chair) called the meeting to order at 1:00 p.m.

### Approval of Agenda and Minutes

- The October 21, 2025, agenda was approved as written.

- The minutes for October 7, 2025, approved as written.

### **Constituent Concerns**

- No constituent concerns were raised.

### **Chair's Report**

- Council chair submit your [Governance Goal Plan](#) via online form by October 31, 2025.
- See the Chair's Report.

### **HRSTM Update**

*Krista Leitch Walker, Vice President of HRSTM & Sophia Mason, Director of HR Business Services*

- [Open Enrollment](#)
  - October 20-November 7; all changes take effect January 1, 2026.
  - Rates will increase: Cigna Medical/CVS Rx at 15%; Kaiser at 11.5%, Cigna Dental at 2.8%.
  - [2025 HRSTM Benefits Satisfaction Survey](#)
- [Compensation](#)
  - Near completion, three (3) studies of compensation for these employee categories: FT Faculty & Department Chairs; Executive (Senior Leaders); and Staff & Administrators.
  - Review potential structures that allow for greater career ladders and pathways.
  - Spring 2026 completion target date.
- Time Off & Leave Programs
  - Comprehensive review for potential enhancements including short-term disability leave; parental leave; advance sick time off; sick time off bank; family & medical leave insurance (FMLI); and personal time off.

### **Wellness Update**

*Megan Cooperman, Employee Wellness Specialist*

- Give gratitude to boost your health.
- Wellness EAP provides employees with up to \$50 reimbursement per month with proof of usage.
- Learn about wellness opportunities through monthly Wellness newsletter, HRSTM weekly newsletter, and [MC Wellness website](#).
- Wellness Policy: 90 minutes per week.
- Walktober Celebration, November 14 | Turkey Trot, November 20, Rockville Track, 12:30 p.m.

### **Middle States Accreditation Self-Study Update**

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

- [Middle States Accreditation Self-Study](#)

- Standards for Accreditation & Requirements of Affiliation (14<sup>th</sup> Edition) provide a list of criteria.
- Questions for Standard I: Mission and Goals
  - 1. How do the College's goals and transformational aspirations actualize its mission statement while measuring its progress?
  - 2. How do the College's mission, goals, and transformational aspirations enhance connections between the College and the broader community?
  - 3. How do the College's mission, goals, and transformational aspirations promote a sense of belonging for students and employees?

### **Strategic Plan Overview**

*Dr. Debbie Van Camp, Chief Planning, Policy, and Governance Officer*

- Strategic Goals
  - Goal 1: Enhance connections between Montgomery College and our community.
  - Goal 2: Cultivate a sense of belonging for everyone at the College.
  - Goal 3: Enhance educational and organizational effectiveness.
  - Goal 4: Increase economic impact for our students and community.
- Five-year plan; 8 outcomes for FY26.
- Four outcomes from Goal 3 and four outcomes from Goal 4.

### **Old Business**

- College Council goals are due by October 31.

### **Announcement**

- December 2 is an in-person meeting with a Student Panel discussion.
- Suzette Spencer will share the Board of Trustee's meeting notes at the next meeting.

### **Adjourned**

- The meeting adjourned at 2:59 p.m., following a motion by Fernaundra Ferguson and seconded by Angela Nissing.

### **Next Council Meetings**

- 11/4, 11/18, 12/2, 12/16, 2/10, 2/24, 3/10, 3/24, 4/14, 4/28, 5/12

### **Submitted by**

- Nghi Nguyen, College Council Secretary