

---

## MONTGOMERY COLLEGE GOVERNANCE

### Employee Services Council

September 12, 2025

Zoom

10AM-11:05AM

#### Attendees:

- Members present
  - Sepydeh Yousefi
  - Silvia Vargas
  - Stefanie Krasnoff
  - Michaela Pacesova
  - Krista Leitch Walker
  - Elizabeth Feldman
  - Tracie Witte
  - Alexander Valencia Reyes
  - Christina Segura
  - Aubrey Smith
  - Adaora Nwigwe
  - Kristen Roe
  
- Not present
  - Aerial Agah Achu
  - Alexa Patricia Canas
  
- Proxies present: None
- Members excused: None
- Invited Guests
  - Megan Cooperman

#### Call to Order

- The regular meeting was called to order at 10AM by Chair, Sepy Yousefi. The meeting was recorded for internal use only.

#### Approval of Minutes (Before or after Constituent Concerns)

- This is the first meeting and no meeting minutes to approve.

#### Constituent Concerns

- There were no constituent concerns.

#### Chair's Report

- Welcome and Communication Resources: A warm welcome to all faculty and staff. Please visit the college website for the latest news and events updates.
- Transportation Update: Fall 2025 virtual parking permits are now in effect. Notably, four new shuttle buses have been added to service all campus locations.
- Policy and Procedure Feedback: A reminder was distributed regarding submission of feedback on Policies and Procedures (P&P). Please refer to the email for specific deadlines.
- Middle States Self-Study: Continued emphasis on participation in the Middle States self-study process. Your engagement is essential.
- Special Recognition Awards: Nominations for Special Recognition Awards are due by October 1.
- Sabbatical Leave Program: Two Zoom information sessions are available for faculty interested in the Sabbatical Leave Program.
- Information Literacy Week: Scheduled for the week of September 22. Faculty are encouraged to participate and promote student engagement.

- Generative AI Training: A training session on Generative AI for faculty and staff is scheduled for September 25.
- Professional Development Opportunities  
Several training programs are available, including:
  - Management Essentials
  - Leadership Development Institute
  - Global Leadership Training
 All are encouraged to participate.
- Campus Safety Awareness: In recognition of National Campus Safety Awareness Month, the next Safety Fair will be held on September 23 in HT.
- Student Support Resources: A reminder of available resources to help students succeed, including access to 32 Zoom-based workshops through MC Learns.
- Fall Athletics: Please support our Raptors Fall Sports Teams (Soccer and Volleyball). Check the athletics website for home game schedules.

Guest Speaker: Megan Cooperman

Wellness Initiatives: 2025–2026

- Wellness 2025–2026 Registration: The Wellness Program for the 2025–2026 academic year is now open. All employees are encouraged to register and participate.
- Fitness Classes and Facilities: Classes and access to the Fitness Centers are available at all campus locations. New program highlights include:
  - Pickleball at Germantown (GT)
  - Yoga at Rockville (RV)
  - Group classes on Mondays, Wednesdays, and Fridays at Takoma Park/Silver Spring (TPSS)
  - Monthly Sound Meditation at Central Services (CT)
  - Virtual classes on Saturdays
 Programming will be adjusted throughout the year based on participation and feedback.
- Free Vaccination Clinics: Free vaccination clinics are open to all employees—no insurance required and no appointment needed.  
Dates and locations:
  - September 22 – GT
  - September 29 – TPSS
  - October 6 – RV
  - October 20 – CS
- Open Enrollment & Wellness Fairs: Scheduled throughout October at various campus locations. Events will feature:
  - Benefits vendors and resources
  - Nutrition consultations
  - Healthy snacks
  - Raffles and giveaways for attendees
- Special Wellness Events: A series of special wellness events will take place at different campuses. Initial events are scheduled for September 29 and October 1.
- Mental Health First Aid Training: There is an opportunity to bring Mental Health First Aid training to any group. If at least 2–3 individuals are interested, a training session can be scheduled.
- Tagline Contest: Submit your creative ideas for the Wellness Program Tagline Contest by November 21. All are welcome to participate.
- Com Psych program: This program continues to be available for all employees seeking support and resources. For more information please visit: [MC CARES | Montgomery College, Maryland](#).

For more information or questions regarding any of these events or programs, please contact Megan.

HR Updates

- Open Enrollment: Open Enrollment will take place from October 20 to November 7. Information will be disseminated in advance to ensure all employees are well-informed about benefits and available options.
- Classification and Compensation Practices Study (COM) Study: The COM Study team continues to make progress on this important project. Due to the complexity and scope of the work, it is taking slightly longer than anticipated. Additional updates will be shared as more information becomes available. For more information please visit: [2024-2025 Classification and Compensation Practices Study | Montgomery College, Maryland](#)

- Performance Management System Review: A review of the current Performance Management System is underway. The team is exploring best practices and benchmarking with other institutions. Opportunities for stakeholder involvement will be identified and encouraged throughout the process.
- HR Support Resources: A reminder that HR Internal Consultants are available at all campus locations to assist employees. Mohamed Alsaïd (RV), Lisa Evans (TPSS), Leslie Jones (GT). Additionally, the HR Help Desk is available to support you in navigating any HR-related questions or concerns.

Committee Engagement and Goal Setting:

- All committee members were encouraged to actively participate and begin identifying potential goals for the committee to pursue collaboratively. These proposed goals (SMARTIE strategy) will be discussed further during our next meeting and the goal is for the ESC to start thinking what is the impact informing employees and influence. Sepy will send a list of ideas. The intent is no to stress out but rather focused and aligned with what the College is doing.

Unfinished Business: None

New Business: None

Final Thoughts/Adjourn

Motion to adjourn by Liz Feldman. It was seconded and passed with unanimous support.

Meeting Adjourned at 11:05am

Respectfully submitted by  
Silvia Vargas, Employee Services Council Secretary