



**MONTGOMERY COLLEGE  
BOARD OF TRUSTEES**

**RECORD OF RESOLUTIONS  
February 23, 2015**

<b><u>Board Resolution#</u></b>		<b><u>Pages</u></b>
15-02-004	Personnel Actions Confirmation	2-5
15-02-005	Recognition of 2014 Maryland Professor of the Year – Professor Ken Yatta Rogers	6-7
15-02-006	Retirement Recognition of Mr. Burge W. Burkett	8
15-02-007	Retirement Recognition of Ms. Sandra Lee	9
15-02-008	Retirement Recognition and Award of Emerita Status to Professor Beth Van Meter	10-11
15-02-009	Posthumous Award of Bronze Medallion to Professor Jon Kreissig	12-13
15-02-010	Award of Bronze Medallion to Professor Sharon Ward	14-15
15-02-011	Posthumous Award of Silver Medallion to Dr. William T. Anagnoson	16-17
15-02-012	Award of Silver Medallion to Professor Komelia Okim	18-19
15-02-013	Award of Silver Medallion to Mr. Donald J. Smith	20-21
15-02-014	Approval of Memorandum of Agreement-Collective Bargaining Agreement between Montgomery College and American Federation of State, County, and Municipal Employees, Council 67, Local 2380	22-23
15-02-015	Sole Source Award of Contract, TAACCCT Grant Employer Engagement and Advisory Services	24-26
15-02-016	Policy Modification 31006–EEO and Non-Discrimination	27-29
15-02-017	Policy Modification 32101–Employee Practices	30-31

**BOARD OF TRUSTEES  
MONTGOMERY COLLEGE**  
Rockville, Maryland

Agenda Item Number:   7    
February 23, 2015

**PERSONNEL ACTIONS CONFIRMATION REPORT**

**BACKGROUND**

The Board of Trustees by state law has the authority and the responsibility for appointments to the College. Each month the Board receives a summary of personnel actions from the Office of Human Resources and Strategic Talent Management on new hires and employees who have separated from the College.

**RECOMMENDATION**

It is recommended that the Board adopt the attached report.

**BACKUP INFORMATION**

Board Resolution  
Personnel Actions Confirmation Reports  
Policy 34001–Changes in Employee Status

**RESPONSIBLE SENIOR ADMINISTRATOR**

Dr. Wormack

**RESOURCE PERSON**

Ms. Porter

**BOARD OF TRUSTEES  
MONTGOMERY COLLEGE**  
Rockville, Maryland

Resolution Number: **15-02-004**  
Adopted on: **2/23/2015**

Agenda Item Number: 7  
February 23, 2015

**Subject: Personnel Actions Confirmation**

WHEREAS, By state law the Board of Trustees has the authority and responsibility for appointments to the College; and

WHEREAS, The attached summary indicates related personnel actions taken by the College during the period November 1, 2014, through December 31, 2014; and

WHEREAS, The president of the College recommends that the Board adopt the following resolution; now therefore be it

Resolved, That the Board of Trustees accepts the attached reports and confirms the actions of the president.

Attachments

MONTGOMERY COLLEGE  
SUMMARY OF PERSONNEL ACTIONS  
From November 1, 2014, through November 30, 2014

**STAFF**

**STAFF EMPLOYMENTS**

Effective

Date	Name	Position Title	Grade	Location
11/17/2014	Anderson, Lisa D	Director III	P	Human Resources/Strategic Talent Mgt
11/03/2014	Chang, Vivian C	Instructional Assistant	G	AELP, Linguistics and Speech Dean
11/17/2014	Collier, Richard D	Computer Support Specialist	I	OIT Academic Services
11/17/2014	Galeano, Martha C	MCTV Producer Director I	I	MCTV10 - Montgomery College TV
11/03/2014	Gilmer, Raymond E	VP of Communications	Q	Advancement/Comm Engage
11/17/2014	Hicks, Justin M	Financial Aid Specialist	I	Financial Aid
11/03/2014	Odunlami, Tolulope A	Instructional Lab Coordinator	I	Engineering/Computer Science Dean
11/03/2014	Reeves, Robert K	E-Res Mgt & Disc Svc Librarian	L	Library - Central
11/17/2014	Shaw, Troy T	Administrative Aide II	G	Biology and Chemistry Dean
11/17/2014	Timms, Joseph L	Computer Support Specialist	I	OIT Academic Services

**STAFF SEPARATIONS**

Effective

Date	Name	Position Title	Grade	YOS	Location
11/05/2014	Griffin, Timothy G	Building Services Worker Lead	D	7	Facilities - Central Admin
11/06/2014	Cannon, Michael D	Library Tech Assistant	F	1	Library - RV
11/14/2014	Bogale, Eshetu A	Safety & Security Officer	F	5	Facilities Security - TP/SS
11/15/2014	Edwards, Thomas C	Safety & Security Officer	F	0	Facilities Security - RV
11/21/2014	Schmehl, Perry	Computer Support Specialist	I	0	OIT Academic Services
11/22/2014	Hawkins, George H	Building Equipment Mechanic	H	6	Facilities Operations - TP/SS

**STAFF EMPLOYMENTS: Ethnicity and Gender**

	White	Black	Hispanic	Asian	American Indian	TOTAL
Female	0	1	1	1	0	3
Male	4	3	0	0	0	7
<b>TOTAL</b>	<b>4</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>10</b>

**STAFF SEPARATIONS: Ethnicity and Gender**

	White	Black	Hispanic	Asian	American Indian	TOTAL
Female	0	0	0	0	0	0
Male	3	3	0	0	0	6
<b>TOTAL</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>

**FACULTY**

**FACULTY EMPLOYMENTS: None**

**FACULTY SEPARATIONS**

Effective

Date	Name	Position Title	YOS	Location
11/21/2014	Kreissig, Jon F	Professor	44	Health Sciences Dean

**FACULTY SEPARATIONS: Ethnicity and Gender**

	White	Black	Hispanic	Asian	American Indian	TOTAL
Female	0	0	0	0	0	0
Male	1	0	0	0	0	1
<b>TOTAL</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>

MONTGOMERY COLLEGE  
SUMMARY OF PERSONNEL ACTIONS  
From December 1, 2014, through December 31, 2014

**STAFF**

**STAFF EMPLOYMENTS**

Effective

Date	Name	Position Title	Grade	Location
12/01/2014	Hanson, Krista L	Graphic Designer	J	Advancement - Creative Services
12/01/2014	Kimmes, Jeremy	Multimedia Systems Spec	I	OIT Academic Services
12/01/2014	Lantz, Brenda M	Academic Coach	K	ACES-Achiev Colleg Excell & Succ
12/01/2014	Martinez Osorio, Dina Y	Building Services Worker	B	Facilities - Central Admin

**STAFF SEPARATIONS**

Effective

Date	Name	Position Title	Grade	YOS	Location
12/08/2014	Gindaba, Belete W	Safety & Security Officer	F	10	Facilities Security - TP/SS
12/05/2014	Kapusta, Natalie E	Quality Assurance Manager (IT)	M	<1	OIT Application Services
12/31/2014	Lee, Sandra J <sup>1</sup>	Graphics & Publications Mgr	K	25	WDCE Central Administration
12/01/2014	Rodriguez Brown, Ada G	ACES Program Support Coord	I	<1	ACES - Achiev Colleg Excell & Succ

**STAFF EMPLOYMENTS: Ethnicity and Gender**

	White	Black	Hispanic	Asian	American Indian	TOTAL
Female	2	0	1	0	0	3
Male	1	0	0	0	0	1
<b>TOTAL</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>4</b>

**STAFF SEPARATIONS: Ethnicity and Gender**

	White	Black	Hispanic	Asian	American Indian	TOTAL
Female	2	0	1	0	0	3
Male	0	1	0	0	0	1
<b>TOTAL</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>4</b>

**FACULTY**

**FACULTY EMPLOYMENTS: None**

**FACULTY SEPARATIONS**

Effective

Date	Name	Position Title	YOS	Location
12/31/2014	Anagnoson, William T <sup>1</sup>	Professor	47	CW Dean-Student Engag - TPSS Stu Svcs
12/31/2014	Ward, Sharon M <sup>1</sup>	Professor	17	Biology and Chemistry Dean

**FACULTY SEPARATIONS: Ethnicity and Gender**

	White	Black	Hispanic	Asian	American Indian	TOTAL
Female	1	0	0	0	0	1
Male	1	0	0	0	0	1
<b>TOTAL</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>

<sup>1</sup> Retirement

**BOARD OF TRUSTEES  
MONTGOMERY COLLEGE**  
Rockville, Maryland

Resolution Number: **15-02-005**  
Adopted on: **2/23/2015**

Agenda Item Number: 8A  
February 23, 2015

**Subject: Recognition of Professor KenYatta Rogers**

---

WHEREAS, Professor KenYatta Rogers, faculty member in the Rockville Performing Arts department, has served the College with dedication and distinction since 2000; and

WHEREAS, His extraordinary passion for and dedication to the students in his theatre classes are evidenced by his efforts to educate and empower students to build their craft and successfully graduate or transfer to other colleges or universities; and

WHEREAS, His students attest that his skillful, energetic, and innovative teaching style lead them to realize their potential as students, actors, and contributing members of their communities; and

WHEREAS, Professor Rogers worked tirelessly to expand the scope of the College's academic and extracurricular life by developing interdisciplinary programs to support students in making connections between the academic world and their own lives; and

WHEREAS, He co-created and produces the *MC Poetry Slam*, a powerful annual event giving students from all walks of life the opportunity to take their writing from the page to the stage, and to raise their voices to speak about whatever is important to them, in an uncensored spoken word environment before a large audience; and

WHEREAS, He also co-created and produces a week-long collegewide Shakespeare festival, *WillPower!*, annually, with events on all three campuses including plays, lectures by visiting scholars, and hands-on workshops that foster students' personal connections to Shakespeare's works and give context to literary history, world history, world cultures, the continuity of the human experience through time, and the overarching connections among disciplines; and

WHEREAS, He has contributed to the education of his students by developing their abilities to navigate in and contribute to an increasingly diverse and globalized world; and

WHEREAS, Professor Rogers mentors adjunct faculty, serves as the Theatre discipline coordinator, and serves as adviser to the student theatre club, the Black Box Players; and

WHEREAS, He is an active theatre professional and has directed and performed at almost every major professional theatre in our area, including Ford's Theatre, Arena Stage, Round House Theatre, Theatre J, African Theatre Continuum, and Olney Theatre Center; and

WHEREAS, He has been nominated for and received numerous awards in his career, including nominations for two 2014 Helen Hayes Awards, and has done extensive work in television and film; and

WHEREAS, Professor Rogers is a committed member of the community as evidenced by his contributions as an adjudicator of local dramatic competitions, a speaker at local high schools, a review panelist for local arts commissions, his work in community projects such as "Page to Stage," part of the Helen Hayes Theatre Legacy Program, and panelist for the First Annual Black Theatre Symposium at the University of Maryland, College Park on the topic "Education: Inclusion and Diversity;" and,

WHEREAS, Faculty colleagues, students, and College administrators, in recognizing his outstanding ability and dedication to teaching and contributions to the College and the community, supported his nomination as Professor of the Year to the United States Professors of the Year Awards Program; and

WHEREAS, The US Professors of the Year Awards Program, sponsored by The Carnegie Foundation for the Advancement of Teaching and the Council for Advancement and Support of Education, is a national program for recognizing excellent undergraduate teaching; and

WHEREAS, The criteria for selection include extraordinary dedication to undergraduate teaching, demonstrated by excellence and involvement with undergraduate students; scholarly approach to teaching and learning; contribution to undergraduate education in the institution, community, and profession; and support from colleagues, as well as current and former students; and

WHEREAS, Professor Rogers has been named the 2014 Carnegie Foundation for the Advancement of Teaching Maryland Professor of the Year from a nationally competitive pool of outstanding community college and university educators; and

WHEREAS, The president of the College recommends this public recognition of Professor KenYatta Rogers on the occasion of this exemplary award; now therefore be it

Resolved, That the members of the Board of Trustees recognize and commend Professor KenYatta Rogers upon being named the 2014 Maryland Professor of the Year; and be it further

Resolved, That this resolution become a part of the minutes of this Board of Trustees meeting and a copy be presented to Professor KenYatta Rogers.

**BOARD OF TRUSTEES  
MONTGOMERY COLLEGE**  
Rockville, Maryland

Resolution Number: **15-02-006**  
Adopted on: **2/23/2015**

Agenda Item Number: 8B1  
February 23, 2015

**Subject: Retirement of Mr. Burge W. Burkett**

---

WHEREAS, Mr. Burge W. Burkett served Montgomery College with enthusiasm and dedication for 30 years as a full-time staff member and retired from the College as of October 1, 2014; and

WHEREAS, Mr. Burkett began his employment at the College in 1984 as an instructional assistant I, later progressing to instructional assistant II, and became the academic computing lab supervisor for the Technology Lab on the Germantown Campus; and

WHEREAS, He utilized his education and professional experience in computing to foster academic computing support for students and faculty; and

WHEREAS, Mr. Burkett pursued professional development opportunities including network administration certification, supervisory development workshops, and completed a certificate in the College's management program; and

WHEREAS, He was instrumental in academic computing service support in classrooms and computing laboratories and was awarded an Outstanding Service Award in 1993; and

WHEREAS, Mr. Burkett provided key staff support for the development and expansion of academic computing at the Germantown Campus, and was sought by faculty, staff, and students for his expertise and willingness to engage in challenging technical support needs; and

WHEREAS, He will be recalled as a pioneer staff member who supported the growth of the academic computing base at the Germantown Campus; and

WHEREAS, The senior vice president for administrative and fiscal services and the president of the College recommend this public recognition of Mr. Burge W. Burkett on the occasion of his retirement; now therefore be it

Resolved, That the members of the Board of Trustees express their sincere appreciation to Mr. Burge W. Burkett for his outstanding service to the College and extend to him their best wishes that his retirement years be fulfilling and productive; and be it further

Resolved, That this resolution become a part of the minutes of this Board of Trustees meeting, and a copy of this resolution be presented to Mr. Burge W. Burkett.

**BOARD OF TRUSTEES  
MONTGOMERY COLLEGE**  
Rockville, Maryland

Resolution Number: **15-02-007**  
Adopted on: **2/23/2015**

Agenda Item Number: 8B2  
February 23, 2015

**Subject: Retirement of Ms. Sandra Lee**

---

WHEREAS, Ms. Sandra Lee served Montgomery College with enthusiasm and dedication for 25 years as a full-time staff member and retired from the College as of January 1, 2015; and

WHEREAS, Ms. Lee began her employment at the College in 1989 as a clerk typist and progressed through a variety of roles involved in the production of marketing materials in the continuing education program areas, to her most recent position as graphics and publications manager; and

WHEREAS, She remained current in the tools of her work as ever-changing technology platforms for word processing progressed from the Lanier system, to the Wang system, Word Perfect, Word, and eventually Adobe Suite systems; and

WHEREAS, Ms. Lee was recognized numerous times for Team Effort Awards and Outstanding Service Awards for exemplary service on many projects; and

WHEREAS, She had a leading role in the development and implementation of Workforce Development & Continuing Education's Automated Course Executive system, which significantly streamlined production of the course schedules by including text and schedule information drawn from numerous sources; and

WHEREAS, Ms. Lee also led the production of the noncredit class schedules three times per year for 25 years with each production incorporating more offerings, increasing use of graphics, photographs, and color; and

WHEREAS, The senior vice president for academic affairs and the president of the College recommend this public recognition of Ms. Sandra Lee on the occasion of her retirement; now therefore be it

Resolved, That the members of the Board of Trustees express their sincere appreciation to Ms. Sandra Lee for her outstanding service to the College and extend to her their best wishes that her retirement years be fulfilling and productive; and be it further

Resolved, That this resolution become a part of the minutes of this Board of Trustees meeting, and a copy of this resolution be presented to Ms. Sandra Lee.

**BOARD OF TRUSTEES  
MONTGOMERY COLLEGE**  
Rockville, Maryland

Resolution Number: **15-02-008**  
Adopted on: **2/23/2015**

Agenda Item Number: 8B3  
February 23, 2015

**Subject: Retirement and Award of Emerita Status to Professor Beth Van Meter**

---

WHEREAS, Professor Beth Van Meter has served Montgomery College with enthusiasm and dedication for 11 years as a full-time faculty member and retired from the College as of February 1, 2015; and

WHEREAS, Professor Van Meter began her career at the College in 2004 and worked in the Nursing Department of the Health Sciences unit to teach the knowledge, skills, and attitudes of the discipline to the College's nursing students; and

WHEREAS, She contributed to the Nursing Department by serving on the department's Curriculum, Evaluation, and Lab Technology committees, the Grade Dispute Committee, in addition to serving as a new faculty mentor; and

WHEREAS, Professor Van Meter served as the course coordinator for a variety of nursing courses and participated in revising the nursing curriculum; and

WHEREAS, She demonstrated her commitment to the College community by serving as a nurse practitioner and Faith Community Nurse; and

WHEREAS, Professor Van Meter demonstrated high standards of professionalism through her participation on professional and nursing organizations and attended many professional conferences to maintain currency and competency; and

WHEREAS, She promoted an atmosphere where nursing students felt supported, appreciated, valued, and free to experiment with their learning styles; and

WHEREAS, College policy provides that all faculty holding faculty rank who retire with a minimum of 10 years of service with Montgomery College shall be designated faculty emeritus(a) with the appropriate rank or title, subject to approval of the Board of Trustees; and

WHEREAS, The senior vice president for academic affairs and the president of the College recommend this public recognition of Professor Beth Van Meter on the occasion of her retirement; now therefore be it

Resolved, That the members of the Board of Trustees express their sincere appreciation to Professor Beth Van Meter for her distinguished service to the College and extend to her their best wishes that her retirement years be fulfilling and productive; and be it further

Resolved, That Professor Beth Van Meter is granted the status of Professor Emerita, and that she be awarded such recognition and honors as may be appropriate to persons holding this rank; and be it further

Resolved, That this resolution become part of the minutes of this Board of Trustees meeting, and a copy of this resolution be presented to Professor Beth Van Meter.

**BOARD OF TRUSTEES  
MONTGOMERY COLLEGE**  
Rockville, Maryland

Resolution Number: **15-02-009**  
Adopted on: **2/23/2015**

Agenda Item Number: 8C1  
February 23, 2015

**Subject: Tribute and Posthumous Award of Bronze Medallion and Emeritus Status to  
Professor Jon Kreissig**

---

WHEREAS, Mr. Jon Kreissig served Montgomery College with dedication for 44 years as a full-time faculty member until his untimely death on November 21, 2014, which deeply saddened the College community; and

WHEREAS, Professor Kreissig joined the College as an adjunct faculty member in 1970; and

WHEREAS, By 1973, he accepted a full-time position as one of the key faculty members in the Physical Education Department; and

WHEREAS, He was a tenured professor who brought a great deal of experience to the College; and;

WHEREAS, An athlete who loved a challenge and lived for baseball, Professor Kreissig was one of the original Germantown Campus baseball coaches and served as a coach of track, cross country, football, and as assistant athletic director at the Rockville Campus for a period; and

WHEREAS, In addition to his community involvement around campus, Professor Kreissig's memberships in civic and professional organizations were many over the years, including serving as an alderman in Frederick County, Maryland, for 12 years; and

WHEREAS, Professor Kreissig also served on multiple associations including the American Association of Health, Physical Education, and Recreation Instructors; the American Association of Health, Physical Education, and Recreation; the Teach Tolerance Movement; and was a representative to the statewide Association of Faculties for Advancement of Community College Teaching (AFACCT); and

WHEREAS, He was also a principal proponent in the planning and development of the Francis Scott Key Baseball Memorial Stadium in Frederick; and

WHEREAS, Professor Kreissig was beloved by his students, who were motivated and engaged by his good humor and coaching skills, and who used knowledge from his classes to improve their health and life habits; and

WHEREAS, He inspired thousands of students and his peers, and contributed to the College in ways too numerous to recount as he has certainly left an indelible mark on the Germantown Campus; and

WHEREAS, As proud as Professor Kreissig was of his students, his colleagues are even more proud to have benefitted from Professor Kreissig's many contributions; and

WHEREAS, College Policy provides for the awarding of a Bronze Medallion to recognize distinguished service to the community and the College; and

WHEREAS, the senior vice president for academic affairs and the president of the College recommend this public recognition of Professor Kreissig; now therefore be it.

Resolved, That the members of the Board of Trustees express their sincere appreciation to the family of Professor Jon Kreissig for his outstanding service to the College; and be it further

Resolved, That Professor Jon Kreissig is granted posthumously the status of Professor Emeritus, and that he be awarded such recognition and honors as may be appropriate to persons holding this rank; and be it further

Resolved, That Professor Jon Kreissig is awarded posthumously the Bronze Medallion in recognition of his distinguished service to the College and community, and as an expression of gratitude for his dedication and professional commitment to further the goals of the College; and be it further

Resolved, That this resolution become a part of the minutes of this Board of Trustees meeting, and a copy of this resolution and the Bronze Medallion be presented to family members of Professor Jon Kreissig.

**BOARD OF TRUSTEES  
MONTGOMERY COLLEGE**  
Rockville, Maryland

Resolution Number: **15-02-010**  
Adopted on: **2/23/2015**

Agenda Item Number: 8C2  
February 23, 2015

**Subject: Retirement and Award of Emerita Status and Bronze Medallion to Professor  
Sharon Ward**

---

WHEREAS, Professor Sharon Ward has served Montgomery College with enthusiasm and dedication for 16 years as a full-time faculty member as well as two years as a part-time faculty member before that and retired from the College as of January 1, 2015; and

WHEREAS, Professor Ward began her career at the College in 2004 and served ably and effectively as a Biology faculty member at the Rockville Campus for 16 years, including teaching and/or coordinating numerous biology courses and laboratories.

WHEREAS, She assiduously developed courses for the environmental science curriculum for the College, including having written and edited numerous laboratory manuals, and wrote, coordinated, and developed the curriculum for the Environmental Science and Policy program for the associate of science (AS) degree in Science; and

WHEREAS, Professor Ward consistently provided wisdom and guidance to the faculty and students of the College as collegewide adviser for the AS Science degree Environmental Science and Policy program; and

WHEREAS, Professor Ward served as a member of the Honors Curriculum Committee for seven years and an active member of the Montgomery Scholars Program, for which she developed and taught honors environmental biology courses, and developed and team-taught honors biology/chemistry courses, and was a Capstone mentor for three years; and

WHEREAS, She demonstrated service to the College students as a member of the Rockville Advising Cadre for 10 years and as adviser for the MC Green Club; and

WHEREAS, Professor Ward demonstrated service to the College community and her department by serving on numerous search committees, as Center for Teaching and Learning Associate for five years developing and delivering faculty training workshops for new faculty in the area of active learning; as Rockville biology department liaison to the library for 14 years; and as a member of the internal biology committee for peer review for six years; and

WHEREAS, She wrote and was awarded several Montgomery College Foundation grants to provide students with the opportunity to pursue ecology studies at sites such as the Chesapeake Bay and the Florida Keys; and

WHEREAS, Professor Ward served the Montgomery County community through the Audubon Naturalist Society as a long-time volunteer in the Stream Monitoring Program; and

WHEREAS, She provided leadership to the College by serving a term as a representative to the Academic Assembly and three terms as a member of the Rockville Faculty Council; and

WHEREAS, Professor Ward is known by her colleagues and her students as a devoted teacher and talented educator who will be deeply missed in her department; and

WHEREAS, College policy provides that all faculty holding faculty rank who retire with a minimum of 10 years of service with Montgomery College shall be designated faculty emeritus(a) with the appropriate rank or title, subject to approval of the Board of Trustees; and

WHEREAS, College policy provides for the awarding of a Bronze Medallion to recognize distinguished service to the College; and

WHEREAS, The senior vice president for academic affairs and the president of the College recommend this public recognition of Professor Ward on the occasion of her retirement; now therefore be it

Resolved, That the members of the Board of Trustees express their sincere appreciation to Professor Sharon Ward for her distinguished service to the College and extend to her their best wishes that her retirement years be fulfilling and productive; and be it further

Resolved, That Professor Sharon Ward is granted the status of Professor Emerita, and that she be awarded such recognition and honors as may be appropriate to persons holding this rank; and be it further

Resolved, That Professor Sharon Ward is awarded the Bronze Medallion in recognition of her distinguished service to the College, and as an expression of gratitude for her dedication and professional commitment to the College; and be it further

Resolved, That this resolution become part of the minutes of this Board of Trustees meeting, and a copy of this resolution and the Bronze Medallion be presented to Professor Sharon Ward.

**BOARD OF TRUSTEES**  
**MONTGOMERY COLLEGE**  
Rockville, Maryland

Resolution Number: **15-02-011**  
Adopted on: **2/23/2015**

Agenda Item Number: 8D1  
February 23, 2015

**Subject: Tribute and Posthumous Award of Silver Medallion and Emeritus Status to  
Dr. William T. Anagnoson**

---

WHEREAS, Dr. William T. Anagnoson served Montgomery College with enthusiasm and dedication for 47 years as a full-time counseling faculty member and retired from the College as of January 1, 2015, and then succumbed to an untimely death on January 21, 2015, which deeply saddened the College community; and

WHEREAS, Dr. Anagnoson, affectionately known as “Dr. A,” began his academic tenure in 1967 as one of a few tenured faculty members in the newly created Montgomery College, formerly the Bliss Electrical College; and

WHEREAS, During the time of his tenure as a counseling faculty member, Dr. Anagnoson was known by his colleagues and students as a superior and dedicated professor having taught every student development course offered and he assisted in the creation of a new course, Memory Development; and

WHEREAS, Dr. Anagnoson served as the coordinator for the Goal Attainment Program and as the foreign residence non-academic or vocational studies international student coordinator; and

WHEREAS, He was an avid mariner and used his experience in navigating the water as an analogy for students in navigating through the college experience; and

WHEREAS, He regularly facilitated student success workshops at the College on memory development, stress management, study skills development, how to succeed in college, understanding cultural diversity, proactive goal setting, building self-esteem, and positive thinking; and

WHEREAS, Dr. Anagnoson was an active member of the Montgomery College Speakers Bureau and was a sought-after speaker, who represented the College throughout Montgomery County; and

WHEREAS, Dr. Anagnoson served as the Maryland Community College representative for the National Association of International Educators, also known as NAFSA, and wrote several periodical articles for the NAFSA newsletter and served as a presenter at multiple NAFSA regional and national conferences; and

WHEREAS, He represented the College by serving as a study skills evaluator at Houghton-Mifflin Harcourt publishing company in Boston, Massachusetts; and

WHEREAS, Dr. Anagnoson brought recognition to the College for his publication with Kendall Hunt Publishing Company, entitled “10 Steps to Effective Study;” and

WHEREAS, During the mid-1970s, he organized a psychological testing center in Learning Resources and an effective referral system between Learning Resources and Counseling in the College's administration, scoring, and interpretation of a battery of psychological tests, which included aptitude, ability, interest, and personality measures; and

WHEREAS, Dr. Anagnoson was regarded by his colleagues as a dedicated teacher and dynamic educator and his reputation as scholar and exceedingly positive mentor to countless students and organizations is highly commendable; and

WHEREAS, He will be deeply missed in his unit and throughout the College community; and

WHEREAS, College policy provides that all faculty holding faculty rank who retire with a minimum of 10 years of service with Montgomery College shall be designated faculty emeritus(a) with the appropriate rank or title, subject to approval of the Board of Trustees; and

WHEREAS, College policy provides for the awarding of a Silver Medallion to recognize distinguished service to the community and the College; and

WHEREAS, The interim senior vice president for student services and the president of the college recommend this posthumous public recognition of Dr. William T. Anagnoson; now therefore be it

Resolved, That the members of the Board of Trustees express their sincere appreciation to the family of Dr. William T. Anagnoson for his outstanding service to the College and extend to them profound sympathy for the loss of their loved one; and be it further

Resolved, That Dr. William T. Anagnoson is granted posthumously the status of Professor Emeritus, and that he be awarded such recognition and honors as may be appropriate to persons holding this rank; and be it further

Resolved, That Dr. William T. Anagnoson is awarded posthumously the Silver Medallion in recognition of his distinguished service to the College and community, and as an expression of gratitude for his dedication and professional commitment to further the goals of the College; and be it further

Resolved, That this resolution become a part of the minutes of this Board of Trustees meeting, and a copy of this resolution and the Silver Medallion be presented to the family of Dr. William T. Anagnoson.

**BOARD OF TRUSTEES  
MONTGOMERY COLLEGE**  
Rockville, Maryland

Resolution Number: **15-02-012**  
Adopted on: **2/23/2015**

Agenda Item Number: 8D2  
January 26, 2015

**Subject: Retirement and Award of Emerita Status and Silver Medallion to Professor  
Komelia Okim**

---

WHEREAS, Professor Komelia Okim has served Montgomery College with dedication and distinction for 41 years as a full-time faculty member and retired from the College as of June 1, 2014; and

WHEREAS, Professor Okim began her career at the College in 1973 as a faculty member in the Art Department, where she taught jewelry and metalsmithing courses; facilitated student participation in art exhibitions; advised students, and prepared them to transfer to four-year institutions; and

WHEREAS, She consistently provided guidance and wisdom as the coordinator of the Jewelry and Metalsmithing, Enameling, and Crafts Programs, overseeing their development into nationally-recognized and unique offerings among two-year post-secondary institutions in Maryland and the Washington, DC area; and

WHEREAS, Professor Okim was an adviser for the Korean Art Students League and served as the first female president and chair of the Board of Directors for the Korean American Scholarship Foundation, Eastern Region; and

WHEREAS, Professor Okim participated in numerous College Art Faculty Exhibitions and donated two of her artworks to the College; and

WHEREAS, She has displayed her artwork in 12 countries, in more than 100 group exhibitions, and in 28 solo exhibitions, with such notable examples as *Komelia Okim: My Life Journey as an Artist and Educator, a Retrospective Exhibition of Over 40 Years of Creative Work* at the College's Sarah Silberman Gallery; *Landscape Fantasia* at the Gallery Haute Classe in Seoul, Korea; and an exhibition at the Centre Culturel Coreen in Paris, France; and

WHEREAS, Professor Okim served on departmental committees, including Faculty Search Committees, the Outdoor Sculpture Committee, the Gallery Committee, the Scholarship Committee, the Curriculum/Long Range Planning Committee, and the Evaluation Committee; and

WHEREAS, She served on campus and collegewide committees, including the Asian Student Scholarship Awards Committee, the Foreign Born Instructors Committee, and the Collegewide Curriculum Committee; and

WHEREAS, She authored articles on metalsmiths and metalsmithing for such publications as *Korea Design Magazine* and *Metalsmith Magazine*; and

WHEREAS, Professor Okim was awarded the Excellence in Teaching and Outstanding Service Award from the College; an award and recognition from the Woman Designer & Leadership

Networking International Conference in Seoul, Korea; a Special Service Award from the Washington Guild of Goldsmiths; and numerous awards from juried exhibitions in the nation and abroad; and

WHEREAS, She was twice selected as a Fulbright Hays Senior International Exchange Scholar to Korea and was a member of the Fulbright Scholars' Alumni Association; a member of the Maryland Creative Crafts Council; an active honorary member of the Washington Guild of Goldsmiths; and a distinguished member of the Society of North American Goldsmiths, a premier jewelry and metalsmithing organization; and

WHEREAS, Professor Okim obtained scholarship opportunities for students through her standing with the Washington Guild of Goldsmiths and provided opportunities for students to act as workshop assistants to herself or to former students in the jewelry and metals field; and

WHEREAS, She presented lectures at the Library of Congress and at art galleries, including the Sackler and Freer Galleries of the Smithsonian Institution; and conducted more than 100 workshops at colleges, universities, and art schools around the world; and

WHEREAS, Professor Okim is held in high regard by her colleagues and her students as a world renowned metalsmithing artist and a knowledgeable and enthusiastic educator; and

WHEREAS, College policy provides for the awarding of a Silver Medallion to recognize distinguished service to the College; and

WHEREAS, College policy provides that all faculty members and administrators holding faculty rank who retire with a minimum of 10 years' service with Montgomery College shall be designated faculty emeritus(a) with appropriate rank or title, subject to approval of the Board of Trustees; and

WHEREAS, The senior vice president for academic affairs and the president of the College recommend this public recognition of Professor Komelia Okim on the occasion of her retirement; now therefore be it

Resolved, That the members of the Board of Trustees express their sincere appreciation to Professor Komelia Okim for her outstanding service to the College and extend to her their best wishes that her retirement years be fulfilling and productive; and be it further

Resolved, That Professor Komelia Okim is granted the status of Professor Emerita, and that she be accorded such recognition and honors as may be appropriate to persons holding this rank; and be it further

Resolved, That Professor Komelia Okim is awarded the Silver Medallion in recognition of her service to the College and community, and as an expression of the gratitude of the College for her dedication and professional commitment to the College; and be it further

Resolved, That this resolution become a part of the minutes of this Board of Trustees meeting, and a copy of this resolution and the Silver Medallion be presented to Professor Komelia Okim.

**BOARD OF TRUSTEES  
MONTGOMERY COLLEGE**  
Rockville, Maryland

Resolution Number: **15-02-013**  
Adopted on: **2/23/2015**

Agenda Item Number: 8D3  
February 23, 2015

**Subject: Retirement and Award of Emeritus Status and Silver Medallion to Mr. Donald J. Smith**

---

WHEREAS, Mr. Donald J. Smith has served Montgomery College with dedication and distinction for 34 years as a full-time faculty member; Arts Institute director; dean of academic affairs and president of the Maryland College of Art and Design; acting dean; and Evening/Weekend Office director, and retired from the College as of January 1, 2015; and

WHEREAS, Mr. Smith served as Professor of Visual Communications and taught a variety of media courses and was known as a dynamic faculty member by his students and colleagues; and

WHEREAS, As Arts Institute director, he supported and promoted activities and programs that expanded study and experiential opportunities for Montgomery College students in the arts; and

WHEREAS, As Maryland College of Art and Design dean and president, Mr. Smith deftly navigated complex issues impacting enrollment, resources, and operations by collaborating with key stakeholders to ensure a viable and smooth alignment of the Maryland College of Art and Design and the College to create the School of Art + Design at Montgomery College; and

WHEREAS, As a member of the Rockville Campus Leadership Team, he served in roles including acting administrator for the Robert E. Parilla Performing Arts Center and acting dean for the Social Sciences, History, Education, Health and Physical Education academic area; and

WHEREAS, Mr. Smith led collaborative efforts that resulted in the Evening/Weekend Office website and newsletters, advocated for adjunct faculty members, and provided varied professional development activities for part-time faculty, such as the *Training at Twilight* series; and

WHEREAS, He spearheaded a campaign to increase e-mail communication for part-time faculty and he co-chaired a collegewide working group to improve new part-time faculty orientation; and

WHEREAS, He was the sole official administrator at the Rockville Campus on duty during weekends and evenings and handled myriad situations that impacted people and services; and

WHEREAS, As a vital member of the Behavioral Intervention Team, he attended professional development sessions on mental health and made presentations about student behavioral issues and effective intervention strategies for evening and weekend student populations; and

WHEREAS, He supervised a team of temporary staff hired to patrol the largest campus as Healthy Campus Advocates who enforced Montgomery College's tobacco-free policy, and made local and national presentations about methods to institute tobacco-free initiatives and the personal and community health advantages of being tobacco-free; and

WHEREAS, Mr. Smith served the community as a member of College/Rockville Bicycle and Pedestrian Access Task Force, which promotes bicycle-friendly facilities, resources, and policies; and

WHEREAS, He represented the College on the Maryland Consortium for Adjunct Faculty Professional Development as vice president and an executive committee member; and

WHEREAS, Mr. Smith provided community leadership and support to the King Street Art Center Design Committee, the Arts Stars Steering Committee, the Artists in Healthcare planning group, the Arts in the Park group, and the Arts Study Abroad Program design and planning group; and

WHEREAS, He served on numerous College committees including the Holocaust Steering Committee, Faculty Handbook revision group, and the Rockville Campus's Science Center Construction Group, and provided administrative oversight for the move to the new Science Center; and

WHEREAS, He represented the College as convener of the Arts, Media, and Communication Career Cluster Advisory Board for the Maryland State Department of Education; and

WHEREAS, He provided administrative oversight for activities to support the Montgomery County Arts and Humanities Council, volunteering when assistance was needed; and

WHEREAS, Mr. Donald J. Smith will be sorely missed by students, faculty, staff, administrators, and friends of the College for his exceptional contributions to the College and community, including his effective problem solving skills, warm and cooperative manner, unwavering ethics and diplomacy, professional standards, and passion about the value of service and civility; and

WHEREAS, College policy provides for the awarding of a Silver Medallion to recognize distinguished service to the College; and

WHEREAS, College policy provides that all faculty members and administrators holding faculty rank who retire with a minimum of 10 years of service with Montgomery College shall be designated faculty emeritus(a) with appropriate rank or title, subject to approval of the Board of Trustees; and

WHEREAS, The senior vice president for academic affairs and the president of the College recommend this public recognition of Mr. Donald J. Smith on the occasion of his retirement; now therefore be it

Resolved, That the members of the Board of Trustees express their sincere appreciation to Mr. Donald J. Smith for his outstanding service to the College and extend to him their best wishes that his retirement years be fulfilling and productive; and be it further

Resolved, That Mr. Donald J. Smith is granted the status of Administrator Emeritus, and that he be accorded such recognition and honors as may be appropriate to persons holding this rank; and be it further

Resolved, That Mr. Donald J. Smith is awarded the Silver Medallion in recognition of his service to the College and community, and as an expression of the gratitude of the College for his dedication and professional commitment to the College; and be it further

Resolved, That this resolution become a part of the minutes of this Board of Trustees meeting, and a copy of this resolution and the Silver Medallion be presented to Mr. Donald J. Smith.

**BOARD OF TRUSTEES  
MONTGOMERY COLLEGE**  
Rockville, Maryland

Agenda Item Number: 9  
February 23, 2015

**APPROVAL OF MEMORANDUM OF AGREEMENT—COLLECTIVE BARGAINING  
AGREEMENT BETWEEN MONTGOMERY COLLEGE AND THE AMERICAN FEDERATION  
OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES, COUNCIL 67, LOCAL 2380**

BACKGROUND

Representatives of the Board of Trustees and the American Federation of State, County, and Municipal Employees (AFSCME), Council 67, Local 2380 reached an agreement as a result of re-opener negotiations resulting in amendments to the staff collective bargaining agreement. The amendments to the agreement include: increment adjustment in Fiscal Year 2016 and a general wage adjustment equal to two and a half (2.50) percent of salary. There shall be an increase to the educational assistance program overall amount available in fiscal year 2016. Additionally, call-back pay was increased from three hours to a minimum of four hours of guaranteed pay and regular part-time employees were added to the Essential Personnel Pay (EPP) section.

RECOMMENDATION

It is recommended that the Board of Trustees adopt the attached resolution approving the collective bargaining agreement; authorizing the Board Chair to execute the Memorandum of Agreement; and delegating to the president the authority and responsibility to implement and administer the agreement.

BACKUP INFORMATION

Resolution  
Tentative Agreement, December 19, 2014 (Board Members Only)

RESPONSIBLE SENIOR ADMINISTRATOR

Dr. Wormack

RESOURCE PERSONS

Ms. Awwad  
Ms. Porter  
Dr. Williams

**BOARD OF TRUSTEES  
MONTGOMERY COLLEGE**  
Rockville, Maryland

Resolution Number: **15-02-014**  
Adopted on: **2/23/2015**

Agenda Item Number: 9  
February 23, 2015

**Subject: Approval of Memorandum of Agreement – Collective Bargaining Agreement Between Montgomery College and American Federation of State, County, and Municipal Employees, Council 67, Local 2380**

---

WHEREAS, The American Federation of State, County, and Municipal Employees, AFL-CIO Council 67, Local 2380, is the exclusive representative authorized to negotiate on behalf of certain staff members at Montgomery College; and

WHEREAS, A tentative agreement with amendments to the collective bargaining agreement has been negotiated by teams representing the Board of Trustees and the AFSCME Local 2380; and

WHEREAS, On February 11, 2015, the members of the AFSCME Local 2380 ratified the tentative agreement; and

WHEREAS, The negotiating team representing the Board recommends approval of the tentative agreement by the Board; and

WHEREAS, The president recommends that the Board take the following action; now therefore be it

Resolved, That the Board of Trustees approves the amendments to the collective bargaining agreement set forth in the attached tentative agreement; and be it further

Resolved, That the Board of Trustees authorizes the Board Chair to execute the tentative agreement between the Board of Trustees of Montgomery College and the American Federation of State, County, and Municipal Employees, AFL-CIO, Council 67, Local 2380; and be it further

Resolved, That the Board of Trustees delegates to the president the responsibility and authority to implement and administer the collective bargaining agreement and to further delegate responsibility for the implementation and administration of the agreement to appropriate College staff.

**BOARD OF TRUSTEES  
MONTGOMERY COLLEGE**  
Rockville, Maryland

Agenda Item Number: 11  
February 23, 2015

**SOLE SOURCE AWARD OF CONTRACT,  
TAACCCT GRANT EMPLOYER ENGAGEMENT AND ADVISORY SERVICES**

**BACKGROUND**

<b>Request:</b>	Employer engagement and advisory services
<b>Office/SVP Originating Request:</b>	Senior Vice President for Academic Affairs, and the Vice President Workforce Development & Continuing Education
<b>Award Type:</b>	Sole Source
<b>Bid Number:</b>	Not Applicable
<b>Explanation of Request:</b>	Montgomery College was recently awarded the US Department of Labor's Employment and Training Administration's Trade Adjustment Assistance Community College and Career Training (TAACCCT) grant for the Cyber-Technology Pathways Across Maryland (CPAM) consortium. The total amount awarded to consortium is \$15 million, and as lead agency, the College's portion is \$5 million. As a result, Montgomery College is responsible for all implementation-related actions, including, but not limited to the procurement of employer engagement and advisory services from Tech Council of Maryland (TCM). Additional implementation related actions to be provided by Montgomery College include developing curriculum, supporting program design, identifying work-based learning opportunities and internships; providing advice regarding the development of a cyber-security career pathway, and matching students that complete the program with job opportunities.
<b>Reason Being Brought to Board:</b>	Board approval is required for sole source awards valued over \$100,000
<b>Certification:</b>	The director of procurement affirms that the Tech Council of Maryland was written into the TAACCCT grant proposal that was submitted to the federal government, as the sole provider of employer engagement and advisory services.
<b>Annual Dollar Amount:</b>	\$75,000 for year one. Total three-year not-to-exceed amount is \$225,000
<b>Vendor Name:</b>	Tech Council of Maryland
<b>Vendor Address:</b>	Rockville, Maryland
<b>Minority Status:</b>	Not applicable
<b>Term of Contract:</b>	FY15 – FY17

## RECOMMENDATION

It is recommended that the Board of Trustees approve a sole source award of contract for the employer engagement and advisory services to Tech Council of Maryland of Rockville, Maryland, for a three-year term beginning FY15 in the amount is \$75,000. The total three-year not-to-exceed amount is \$225,000.

## BACKUP INFORMATION

Board Resolution

## RESPONSIBLE SENIOR ADMINISTRATOR

Dr. Wormack

## RESOURCE PERSONS

Mr. Greenfield

Mr. Johnson

**BOARD OF TRUSTEES  
MONTGOMERY COLLEGE**  
Rockville, Maryland

Resolution Number: **15-02-015**  
Adopted on: **2/23/2015**

Agenda Item Number: 11  
February 23, 2015

**Subject: Sole Source Award of Contract, Employer Engagement and Advisory Services**

WHEREAS, The senior vice president for academic affairs and the vice president of Workforce Development & Continuing Education have requested a three-year sole source award of contract for employer engagement and advisory services to Tech Council of Maryland of Rockville, Maryland, for implementation of requirements in the Trade Adjustment Assistance Community College and Career Training (TAACCCT) grant for the Cyber-Technology Pathways Across Maryland (CPAM) consortium; and

WHEREAS, As lead college of CPAM, Montgomery College is responsible for all implementation-related actions, including, but not limited to the procurement of employer engagement and advisory services from Tech Council of Maryland; and

WHEREAS; Additional implementation related actions to be provided by Montgomery College include developing curriculum, supporting program design, identifying work-based learning opportunities and internships; providing advice regarding the development of a cyber-security career pathway, and matching students that complete the program with job opportunities; and

WHEREAS, The director of procurement affirms that the Tech Council of Maryland was written into the TAACCCT grant proposal that was submitted to the federal government, as the sole provider of employer engagement and advisory services, and the vice president of finance certifies that funds are available in the recently awarded TAACCCT grant account; and

WHEREAS, Sole source procurement contracts valued above \$100,000 require Board approval; and

WHEREAS, College policy states that the formal bidding process may be dispensed with in the event of a sole source procurement; and

WHEREAS, The president of the College recommends the following action; now therefore be it

Resolved, That a sole source award of contract for employer engagement and advisory services be awarded to Tech Council of Maryland of Rockville, Maryland, for a three-year term beginning FY15 in the amount is \$75,000, and that the total three-year not-to-exceed amount is \$225,000.

**BOARD OF TRUSTEES  
MONTGOMERY COLLEGE**  
Rockville, Maryland

Agenda Item Number:  
February 23, 2015

**POLICY MODIFICATION: 31006–Equal Employment Opportunity and Non-Discrimination**

**General Information**

<b>Policy Number:</b>	31006
<b>Contained in Chapter:</b>	Chapter Three
<b>Policy Title:</b>	Equal Employment Opportunity and Non-Discrimination
<b>Policy Creation Date:</b>	September 21, 1987
<b>Most Recent Modification Date:</b>	February 25, 2013

**Changes, Additions, Deletions**

<b>Line Number</b>	<b>Purpose</b>
Policy Title	Deleted “policy” from the title as the use is redundant.
1	Created new header for “Policy Statement” for consistency with other College policy formatting.
6-7	Deleted “harassment” and “sexual assault” from the policy language as this is now covered by Board Policy 31001–Sexual Misconduct.
7-11	Relocated and revised language from previous section II and added new language recommended by federal EEO guidelines.
13-15	Language deleted and incorporated into the policy statement section.
17	Created new header for “Applicability” for consistency with other College policy formatting.
20	Deleted extraneous language regarding disability as this is covered in the list of protected classes following immediately in this sentence.
26	Created new header for “Education” for consistency with other College policy formatting.
34	Deleted “hate/violence” typo error and replaced it with “non-discrimination.”
37	Added the word “issues” to this sentence for clarity.
41	Re-numbered this section.

**RECOMMENDATION**

It is recommended that the Board of Trustees adopt the modifications to Policy 31006–Equal Employment Opportunity and Non-Discrimination Policy.

BACKUP INFORMATION

Resolution

Policy 31006–Equal Employment Opportunity and Non-Discrimination

RESPONSIBLE SENIOR ADMINISTRATOR

Dr. Janet Wormack

RESOURCE PERSON

Dr. Brenda Williams

**BOARD OF TRUSTEES  
MONTGOMERY COLLEGE**  
Rockville, Maryland

Resolution Number:  
Adopted on:

Agenda Item Number:  
February 23, 2015

**Subject: Policy Modification: 31006–Equal Employment Opportunity and Non-Discrimination**

---

WHEREAS, The Board of Trustees created Policy 31006–Equal Employment Opportunity and Non-Discrimination in 1987; and

WHEREAS, The policy has served an important purpose in assuring access, equity, and diversity; and providing an environment in which all persons are afforded opportunity for employment, participation in academic programs, and other College activities free from discrimination; and

WHEREAS, The policy has been reviewed and updated; and

WHEREAS, The president recommends that the Board adopt the modifications; now therefore be it

Resolved, That Policy 31006–Equal Opportunity and Non-Discrimination be amended as indicated in the attached draft to update and clarify the language; and be it further

Resolved, That the president is authorized to implement these changes.

**BOARD OF TRUSTEES  
MONTGOMERY COLLEGE**  
Rockville, Maryland

Agenda Item Number: 11A  
February 23, 2015

**POLICY MODIFICATION: 32101–Employment Practices**

**General Information**

<b>Policy Number:</b>	32101
<b>Contained in Chapter:</b>	Chapter Three
<b>Policy Title:</b>	Employment Practices
<b>Policy Creation Date:</b>	September 21, 1987
<b>Most Recent Modification Date:</b>	January 17, 2014

**Changes, Additions, Deletions**

<b>Line Number</b>	<b>Purpose</b>
27-28	Updated title of the Associate Senior Vice President of Human Resources and Strategic Talent Management.
32	Added reference to “criminal background checks” as part of procedures the President is authorized to develop to implement the policy.

**RECOMMENDATION**

It is recommended that the Board of Trustees adopt the modifications to Policy 32101–Employment Practices.

**BACKUP INFORMATION**

Resolution  
Policy 32101–Employment Practices

**RESPONSIBLE SENIOR ADMINISTRATOR**

Dr. Janet Wormack

**RESOURCE PERSON**

Ms. Nadine Porter

**BOARD OF TRUSTEES  
MONTGOMERY COLLEGE**  
Rockville, Maryland

Resolution Number: **15-02-016**  
Adopted on: **2/23/2015**

Agenda Item Number: 11B  
February 23, 2015

**Subject: Policy Modification: 32101–Employment Practices**

---

WHEREAS, The Board of Trustees created Policy 32101–Employment Practices in 1987; and

WHEREAS, The policy has served an important purpose providing effective recruitment and selection processes in hiring decisions and has provided for the efficient and consistent application of employment policies in an ethical and non-discriminatory manner; and

WHEREAS, The policy has been reviewed and updated; and

WHEREAS, The president recommends that the Board adopt the modifications; now therefore be it

Resolved, That Policy 32101–Employment Practices be amended as indicated in the attached draft to update and clarify the language; and be it further

Resolved, That the president is authorized to implement these changes.