January 14, 2022

January Meeting Highlights—What to Expect and Why

Your next meeting takes place on Wednesday, January 26. Following are major items and topics planned at this time.

The College's FY21 Audit. The Board will convene as the audit committee prior to the public Board meeting. The external auditor, CliftonLarsonAllen, LLP, will present the College's audited financial statements for the fiscal year ending June 30, 2021 and 2020. As the audit committee, you are asked to recommend acceptance of the audit. During the public Board meeting, you will vote as the Board on the audit.

Adoption of the FY23 Operating Budget. At your meeting in December, the proposed FY23 operating budget was presented for your review. As discussed, the proposed budget expresses commitments to student learning, access, and completion, and support of employees. Your action is requested to approve this budget, which will be submitted to the county executive and county council for their consideration.

Collective Bargaining Matters. Two collective bargaining matters will be presented for your consideration. The Board will be asked to act on memorandums of agreement with the Montgomery College Chapter of the American Association of University Professors and the American Federation of State, County, and Municipal Employees, AFL-CIO, Council 67, Local 2380.

The following items are on your consent calendar:

Personnel Actions Confirmation Report. This report reviews the personnel actions taken during the month of November 2021.

Facilities Master Plan Status and Updates. This document provides a status report and technical updates to the 2013-2023 Collegewide Facilities Master Plan. Upon your approval, the report will be submitted to the Maryland Higher Education Commission.

Data Focus

MC Responses to Labor Markets During COVID

Throughout the pandemic, the College has kept a careful eye on **labor markets,** to ensure that we are preparing students for in-demand jobs locally. Some job categories have risen in importance—health care workers, information technologies workers, and truck drivers—many of them following pre-pandemic trends. Other segments of the labor market have diminished quickly, largely due to the risks

of exposure to the coronavirus—hospitality management, tourism, and arts and entertainment, among others. This report assesses these trends and the economic impact of MC graduates on the local economy.

The pandemic has impacted employment. Pandemic shutdowns and restrictions drove the county's unemployment rate to 8.6 percent in May 2020, up from 2.8 percent in February that year. More than a year later, in November 2021, the county's unemployment rate was 4.3 percent. Montgomery County life sciences, biotechnology, and IT/cybersecurity companies such AstraZeneca, Lockheed Martin, NovaVax, and Emergent BioSolutions gained national prominence as demands for coronavirus solution heightened.

New support for the county's economic recovery. The Maryland Governor's Emergency Education Relief (GEER) fund provided MC two grants totaling $2,346,754 for students enrolled in workforce training programs leading to industry certifications/licensures in targeted industries. Three hundred and twenty-five students have enrolled, more than half in information technology and health care. One example was a partnership consisting of WorkSource Montgomery, the College, and county biotech industries that launched biomanufacturing bootcamps on the Germantown Campus in January and June last year. Twenty-four students formerly employed in the retail and hospitality industries trained in entry-level biotech skills; WorkSource Montgomery placed program completers in jobs with Thermo Fisher, Quality Biological, BioReliance, TexCell, and MedCura. The county has asked the College to scale-up this program, and an industry group led by Maryland Tech Council is seeking federal grant funding.

MC responds to hiring markets locally. MC regularly uses data on local employment trends from Emsi, a data resource company, to direct academic offerings. Data on hiring trends in local health care (6,860 hires per month), IT/Cyber (3,770 hires per month) and biotechnology (1,081 hires per month) are closely connected to the College's growth in certain academic programs.

Enrollment growth in programs linked to expanding labor markets. During a period of overall enrollment decreases collegewide, the degree programs shown in Figure 1 have experienced significant growth from fall 2018 to fall 2020.
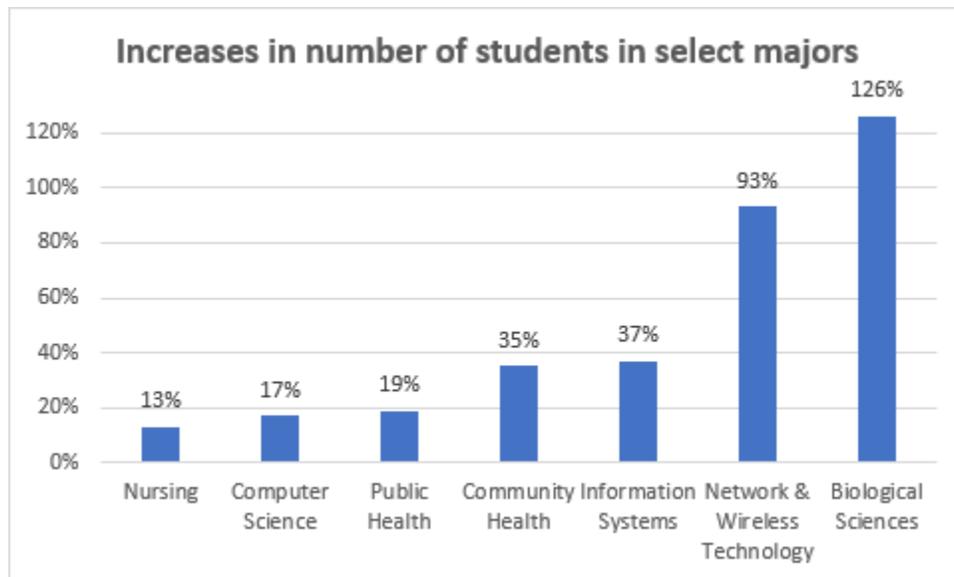

Figure 1: FY18 to FY20 changes in number of students in selected majors.

The College's bioinformatics degree approved in 2019 is the first A.S. degree in bioinformatics in Maryland, and it will allow students to transition seamlessly into the B.S. in health science program at the George Washington University, and later perhaps to an M.S. or Ph.D. program in bioinformatics. The cloud computing and network technologies A.A.S. degree approved in 2020 was developed in collaboration with George Mason University and Amazon Web Services to build the talent pipeline for Amazon's new headquarters in Virginia.

IT-based systems such as artificial intelligence, cloud computing, machine learning, and Internet of things have significant impact on the control and management of the pandemic in several aspects such as early detection, treatment, drug discovery, reducing the workload of health care workers and cost saving. It is expected that the integration of IT-based systems such as these will have a critical role in the recovery phase of the pandemic.

Strategic Topic of the Month

Dual Enrollments Builds Community Partnerships

Dual enrollment continues to help students complete valuable degrees in the most efficient and cost-effective way and is based on a strong partnership with Montgomery County Public Schools (MCPS). In addition to saving students tuition, dual enrollment is also helping to mitigate some enrollment dips at MC among more traditionally aged students—some resulting from COVID-related enrollment declines. Students participating in dual enrollment classes are required to be vaccinated or have an approved exception.

The academic reorganization and the College's first Academic Master Plan emphasized increased collaboration with MCPS. It became clear at the beginning that the goal of increasing dual enrollment by 25 percent could not be accomplished by simply adding more traditional dual enrollment classes. Hence, new programs were created with degree completion as their focus. The College worked with MCPS to develop new programs that have resulted in 160 percent increase in dual enrollment. The new programs are Jump Start to College, Early College, and Middle College, and P-TECH programs, which are outpacing enrollment totals from last year. Summer enrollment numbers have doubled. In line with our emphasis on radical inclusion, the dual enrollment programs serve a racially diverse group of students with 78 percent representing students of color.

Jump Start to College (formally general dual enrollment) allows high school students to attend Montgomery College on campus, online, or at their high school campus. Students engage with College faculty and their peers in a collegiate classroom setting, graduate from a high school with earned transferable college credit, save on college tuition, accelerate the time to completing a degree, and gain skills and confidence needed to succeed in College. Jump Start has grown by 72 percent over the last five years, serving 754 students in academic year 2016-2017, and then more than 1,400 students in 2020-2021.

Middle College programs in engineering, business, and general studies are located at Northwest and Northwood high schools and allow students to earn a Montgomery College degree. Seventy-seven students have graduated from the program thus far. There are currently 279 students actively participating.

The Early College program provides students an opportunity to experience college-level courses, accelerate the path to degree completion and entrance into the workforce, and save money on tuition. The program is offered at all three MC campuses with several pathways and degree tracks from which students can choose. Participating students will complete their 11th and 12th grades of high school

while simultaneously completing their first two years of college on a Montgomery College campus. The students graduate with an associate degree in one of 14 areas from MC, as well as a Maryland State High School diploma. There are currently 442 students in the program. To date, 122 Early College students have graduated from MC, transferring to selective institutions such as University of Maryland at College Park, American University, and Princeton University.

The Pathways in Network and Information Technology (P-TECH) program enables participating students to earn both a MCPS high school diploma at Clarksburg High School and a tuition-free associate of applied science (A.A.S.) degree in network and information technologies from Montgomery College. Additionally, students receive mentoring and a paid summer employment opportunity within the technical industry in Montgomery County and are guaranteed IT job opportunities upon completion. Ninety-six students were enrolled in academic year 2020-2021, and the program is on track for a 41 percent increase in the current academic year.

Together, these programs are graduating hundreds of students each year in areas that are significantly important for our regional economy. In just a matter of four years since their inception, these programs have become benchmarks in making the transition to college, persistence, and completion, especially for students traditionally underrepresented in higher education.

Warm regards,

Charlene M. Dukes, Ed.D.
Interim President

We empower our students to change their lives, and we enrich the life of our community. We are accountable for our results.