



**Purpose (Please document the purpose of the council or committee in the space below).**

This Council is charged with an ongoing analysis and enhancement of the learning and development programs at MCC, to support a positive, employee-focused and professional growth culture. The ECLC will provide recommendations to the CHRO for continuous improvement of programs to promote personal growth, leadership, and professional development of MCC employees.

**Membership (Please define how membership is selected by choosing one of the three options below. Then, include the list of members, with name, title, and the role they represent on the council / committee).**

<i>Membership is selected by representative role</i>			
<i>Membership Selection Process: The selection process for this Council is through recommendations from current Council membership, and by nomination of leadership from each constituency group. The Council will be comprised of at least two members from each employee constituency. (ADM, FAC, STAFF)</i>			
Chair	Name	Organizational Title	Representative Role on the Council / Committee
X	Amy Peak	Director of Employee Relations and Engagement, AC/BP	ADM/Co-Chair
X	Dom Bennett	Director of Talent Management, AC/BP	ADM/Co-Chair
	Fred Wise	AVC and CHRO, AC/BP	ADM/Standing Member
	Angie Carr	Training and Development Manager, AC/BP	STAFF
	Ed Foley	Exec. Director, Enterprise Project Management, Planning & Institutional Effectiveness, AC	ADM
	Ruthanne Ingersoll	Workforce Specialist, LV	STAFF
	Tammie May	Vice President of Instruction and Student Services, BR	ADM
	Bradley Musil	Philosophy Instructor and Coordinator, MW	FAC
	Jennifer Rogers	Faculty – Spanish, BR	FAC
	Susan Serrano	Executive Director of Grants, AC	ADM
	Tatia Shelton	WED Workforce Manager, AC/BP	STAFF
	Stephen Smith	Student Services Training Coordinator, AC	STAFF
	Misty Town	Campus Life and Leadership Coordinator, LV	STAFF
	Taylor Magyar	Senior Administrative Assistant, AC/BP	Recording Secretary
	VACANT	(Faculty)	FAC

**Optimal Meeting Time (Please include the council / committee's regular meeting schedule below).**

The Council will meet monthly – September through May, on the Second Tuesday of each month, 3:30pm to 4:30pm



<b>Authorization and Review Cycle (To be filled in by a member of Executive Cabinet).</b>	
College Policy Authorizing Council/Committee (if applicable)	Governance System 2.10010 BP
Executive Cabinet Member Accountable for Council /Committee	Dr. Tyjaun A. Lee
Initial Authorization Date	
Charter Review Cycle	
Signature of Reviewing Executive Cabinet Member	
Date	3/23/26

**Defining Success – Strategic Plan Connections**

MCC’s definition of Shared Governance states that “MCC affirms and supports shared governance, which is the formal process of collaborating, delegating, recommending, and making decisions related to the issues affecting MCC.”

A key building block of ensuring that the college is *collaborating, delegating, recommending, and making decisions related to the issues affecting MCC*, necessitates that we make intentional connections between the strategic plan and work of the college’s councils, council-related committees, task forces, and work groups (i.e., outcomes).

To assist with ensuring broad and intentional engagement, it is recommended that each council/committee outline 1-3 ‘outcomes’ each year, with the details as suggested below.

The Accountable Executive Cabinet member, as noted on the first page, will be responsible for ensuring that any deliverable is considered as a part of decisions related to the work.

Please outline the details for any expected outcomes in the fields below.

<b>Outcome 1</b>	
Outcome Description:	Strengthen the new employee and development experience through innovative practices, pilots and growth paths.
Strategic Theme Alignment:	Emerge as a first choice
Organizational Goal Alignment:	B-1 Build a world-class first impression experience (I) D-1 Become a destination workplace (IV)
Organizational Value Alignment:	Learning, People
Potential KPI Impact (if applicable):	Increase MCC’S First Impression Index Growth Score
Expected Deliverable:	Recommendations for improvement of the New Employee Experience
Expected Deliverable Timeline:	Ongoing



<b>Outcome 2</b>	
Outcome Description:	Strive for continuous improvement in the portfolio of MCC employee learning and development initiatives through innovation, renovation and collaboration.
Strategic Theme Alignment:	Evolve for maximum impact on education & workforce and Elevate Student, Employee, and Community Engagement
Organizational Goal Alignment:	B-4 Provide High Quality Programs and Services D-1 Become a destination workplace (IV) D-2 Emphasize employee development: personal & professional, with an emphasis on student success (I)
Organizational Value Alignment:	Excellence, Learning, People
Potential KPI Impact (if applicable):	Increase student and employee retention rates
Expected Deliverable:	Recommendations for Supervisor/Employee Learning and Development initiatives.
Expected Deliverable Timeline:	Ongoing

<b>Outcome 3</b>	
Outcome Description:	Enhance MCC's culture through sharing ideas and soliciting feedback from all employee groups. Utilize staff surveys or other tools to support continuous improvement of culture and engagement programs.
Strategic Theme Alignment:	Elevate student, employee & community engagement
Organizational Goal Alignment:	B-3 Implement a student-centered approach (III, IV) B-4 Provide high-quality programs & services (II) D-2 Emphasize employee development: personal & professional, with an emphasis on student success (I)
Organizational Value Alignment:	Excellence, Learning, People
Potential KPI Impact (if applicable):	Increase student and employee retention rates
Expected Deliverable:	Recommendations on Engagement and Recognition efforts to enhance MCC's culture and improve the Employee Experience.
Expected Deliverable Timeline:	Ongoing