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MC OMBUDS CORNER

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So Long, Farewell and Thank You

Greetings MC!

As I enter my last week at Montgomery College, the time has come for me to say Farewell. If I had the chance to summarize the mantras that keep me going, this is what I would say:

*Take care of each other. Listen to one another. Be a good steward of the truth.
Support and uplift others. Hold each other accountable. Operate with grace.
Lastly, do everything in excellence.*

I am so inspired by the great work that we do, but even more rewarding are the people. You are what I will miss most about MC. When we support, uplift, and develop each other, we are capable of anything. Without your friendship, support and collaboration, my time here would not have been the same. I am truly honored to have served as your Ombuds for Employees.


While I say goodbye to you here, I will still be in the area as I transition to serve as an Ombudsman within the federal government. I am excited about this opportunity as it allows me to return to my government roots and take a step toward national leadership in what I envision to be an illustrious career in the fields of workplace conflict management and dispute resolution.

While the Ombuds Office is on hiatus, you can reach out to Employee Relations, Compliance and Ethics, Governance Councils or your labor union to get assistance with your concerns.

Again, you have a special place in my heart and I'm grateful for my time here.

With gratitude,

Allison Moneyi Whaley



*I've learned that
people will forget what
you said, people will
forget what you did,
but people will never
forget how you made
them feel.
- Maya Angelou*

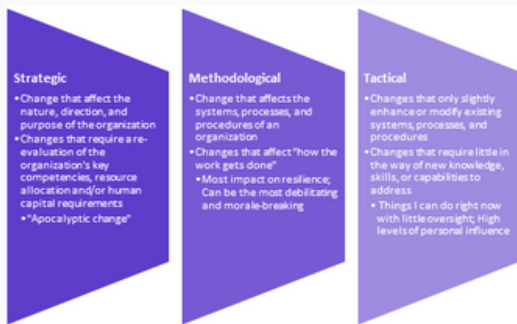


Food for Thought

BEING RESILIENT AS CHANGE HAPPENS

“Managing Change” is truly an oxymoron. Directing and controlling the outcome of a moving target is a near-impossible task. Real success in dealing with change begins with a method that makes the target “stand still” long enough to gauge its direction, potency, and characteristics. As a result, identifying the kind of change that is occurring can help us better understand our role in the change and how we can “bounce forward” when change happens. But we don’t always have that luxury, which is why change can be such a hard pill to swallow.

Types of Change



In addressing the critical dimensions of strategic and methodical change, leadership’s greatest challenge is creating a shared vision and empowering others to execute toward that vision. But a key factor in anticipating and planning for change is knowing the organizational resiliency, which is influenced by each person’s level of personal resiliency.

Personal resiliency is the capacity to adapt successfully in the presence of risk and adversity and to bounce back from setbacks, trauma, and high stress. Exhibiting characteristics like flexibility, preparing for growth, and embracing change are behaviors that show strong resiliency.

When resiliency is low, we can exhibit behaviors such as burnout, exhaustion, moodiness, irritability, trouble sleeping, and lack of hope. It is useful to identify what behavior changes we experience as personal stressors increase so that we can address that stress.

Our minds like new things, but our brains prefer the familiar. Resistance to change will occur quite naturally when that balance is disrupted. We should expect resistance during a season of change, but the ability to clarify and communicate future direction in the midst of complex change, is vital to resiliency.

Coming Soon: Ethics Self-Reflection Questionnaire

Keep an eye out in the coming weeks for the College’s first Ethics Self-Reflection Questionnaire (“ESQ” for short). Rooted in a December 2019 Ombuds Recommendation adopted by Dr. Pollard, this questionnaire will soon be rolling out collegewide.

What is it? ESQ is an exercise in self-reflection. It is part of the College’s efforts to further integrate the ethical expectations into employee daily work and activities. The questionnaire presents 28 examples of workplace conduct (plus a few extra if you’re a supervisor) and asks you to rate yourself on a five-point scale as to how your conduct on the job aligns with the example. The questionnaire will be electronic, and can easily be completed in 10 minutes, though we’d encourage you to take your time and be thoughtful about your responses.

This is an individual exercise: you aren’t expected to share your responses with anyone. And your responses aren’t saved or stored by the College either, because we recognize that the value of self-reflection rests on your willingness to evaluate yourself candidly. In fulfillment of the President’s charge, all College employees—at every level—will be expected to complete the questionnaire. Once ESQ becomes available, we encourage you to engage with the questionnaire in an authentic and honest way: use it to examine how your individual conduct can influence the ethical climate at MC.

Stay tuned for more details!

