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| **From:** | The President |
| **To:** | MC Communications List |
| **Subject:** | Succession in Senior Leadership Positions |
| **Date:** | Wednesday, December 01, 2010 10:08:56 AM |

**MONTGOMERY COLLEGE**
Office of the President

December 1, 2010

**MEMORANDUM**

To: The Montgomery College Community

From: Dr. DeRionne P. Pollard, President

Subject: Succession in Senior Leadership Positions

It is with bittersweet anticipation that I inform you of pending changes among four critical leadership positions at Montgomery College. Before going into details, I must thank Marshall Moore, Paula Matuskey and Robert Cephas for their dedication and commitment to Montgomery College. In addition to the legacy they will leave at the College, I personally owe them a tremendous amount of gratitude for their support during the presidential transition process.

Mr. Marshall Moore has served Montgomery College as senior vice president for administrative and fiscal services since 2007 and has served Montgomery College admirably since 1995. Mr. Moore has informed me of his plans to retire from Montgomery College. He will continue to serve as the interim senior vice president until the College concludes a national search to find his successor.

Ms. Paula Matuskey has served the College as interim senior vice president for academic and student services since July 2009. Ms. Matuskey has requested to return to her previous position as the Instructional Dean for Arts/Humanities/Social Sciences on the Takoma Park/Silver Spring Campus. Ms. Matuskey will remain in her current position until the College concludes a national search for someone to fill the senior vice president position for academic affairs on a permanent basis.

Mr. Robert Cephas has served the College as interim chief of staff since September 2009. Mr. Cephas previously served the College from July 1976 to December 2007 before retiring. Mr. Cephas plans to return to retirement early next year. I will begin an internal search for a permanent chief of staff immediately.

Last summer the President's Executive Council (PEC) approved a recommendation by the Subcommittee on Organization and Administrative Functions to convert the previously authorized position of vice president for student services (which has never been occupied), to an associate vice president position for academic and student services. Upon further review with the PEC, I have decided to elevate this vacant position, as a third senior vice president with a focus on student services. The senior vice president for student services will report directly to the president to elevate the significance of the student experience at Montgomery

College and advance our mission of student success. Given the importance of the community college completion agenda and our ongoing desire as an institution to serve students to the best of our ability, this position is especially critical at this time. Continuing to keep the role of student services oversight together with that of academic affairs, as we have done in the recent past, just would not permit the level of attention this function requires. Therefore, it seemed appropriate to reactivate this position which already exists in the operating budget.

Montgomery College will conduct a national search for all three senior vice presidents simultaneously. Rather than use an executive search firm, the Office of Human Resources will conduct the search using the newly implemented talent management software, Taleo. I anticipate the positions will be advertised in early January and I hope to have all four positions filled no later than July 1.

The following individuals have agreed to chair the four search committees.

> Mr. Robert Cephas, interim chief of staff, will chair the search committee for the senior vice president for administrative and fiscal services.
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> Dr. Hercules Pinkney, president emeritus, will chair the search committee for the senior vice president for academic affairs.
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> Mr. David Capp, associate vice president of facilities, will chair the search committee for the chief of staff.
>
> Mr. George Payne, vice president of workforce development and continuing education, will chair the search committee for the senior vice president for student services.

These four chairs will work with the Office of Human Resources to establish search committees inclusive of the entire College community. The committees will be responsible for recommending to me the best possible candidates for consideration. I expect the opportunity to shape the future of this fine institution will be attractive to internal and external candidates alike. Identifying the individuals with the right combination of experience, talent and appreciation for the Montgomery College mission will be no small task for the search committees.

I am grateful for the service of Mr. Moore, Ms. Matuskey, and Mr. Cephas. Montgomery College is better institution for their dedication to our students and our mission of changing lives.