

Montgomery College (Maryland) invites inquiries, applications, and nominations for the position of its tenth president, to begin serving on or after January 1, 2022.

ABOUT MONTGOMERY COLLEGE

Chartered in 1946, Montgomery College has served the community with distinction and achieved a position of national prominence. The College is located in Montgomery County, Maryland, a vibrant, diverse, and economically robust community of more than one million people with immigrants making up about one-third of the population. The county is adjacent to Washington, D.C., and 30 miles south of Baltimore, the College is governed by a 10-member Board of Trustees appointed by the governor of Maryland. Montgomery College serves more than 50,000 credit and noncredit students on three campuses in Germantown, Rockville, and Takoma Park/Silver Spring, and a collegewide Workforce Development and Continuing Education unit, training centers in Gaithersburg and Wheaton, a central administrative services center, community engagement sites, and other off-campus locations. The College is Minority Serving Institution (MSI) and is designated as a Hispanic Serving Institution (HSI) and as an Asian American and Native American Pacific Islander-Serving Institution (AANAPISI).

Montgomery College is one of the leading community colleges in the country and is committed to furthering and broadening its vision of educational excellence, opportunity, and student success. The College is highly visible in the community and enjoys extraordinary support from the Montgomery County government; local representatives of state government; educational, business, and civic leaders; its two foundations; alumni; and the general community. This support has been essential to Montgomery College's operation as a high-quality, affordable, and accessible higher education institution.

The College is widely recognized for the quality and scope of its programs in the arts and humanities, business, engineering and science, developmental education, health sciences, many career areas, workforce development, and trades.

LEADERSHIP, OPPORTUNITIES, AND CHALLENGES

The Board of Trustees seeks a president who can move the College forward in a dynamic time for higher education and in a transformational time for Montgomery County. Prominent strategic priorities for Montgomery College include the following:

Student Success. The mission of Montgomery College is to empower our students to succeed. This simply stated goal is

inherently complex as students come to MC with more and more varied and diverse needs and goals. We are committed to high-quality teaching and advising, to high-functioning academic and administrative operations within Montgomery College, to breaking down barriers to learning, and to rich and productive relationships with partner institutions and the community.

Budget, Affordability, and Fundraising. Maintaining affordability, balanced with upholding the institutional resources necessary for delivering quality education and support, is a critical foundation for student success.

Workforce and Economic Opportunity. Opportunities and challenges stand out in Montgomery County for promoting career development for students, furthering workforce development for the county, and supporting and enhancing broad-based county economic success. There is room for innovation in the ways the College can advance in these efforts.

Social Justice and Equity. Equity and inclusion are institutional values clearly articulated in the policies and goals of Montgomery College, the Board of Trustees, and our administration. We seek to be an anti-racist institution. Our vision of radical inclusion is to have an environment in which everyone feels welcome and where inclusive practices contribute to unhindered learning. We work to make learning building blocks such as language acquisition resources tailored to recent immigrants and embedded student support available in ways that create opportunity and not obstacles.

Unmet Needs of County Student Population. In spite of the breadth of Montgomery College facilities and programs, including three campuses, two workforce centers, and three Community Engagement Centers across the county, we recognize there is more we can do to reach our student populations and respond to their needs. One area, under exploration now, is to expand campus facilities to the eastern part of the county where many potential students now reside. We recognize that four-year degree options are difficult to access for many of our students in fields that are priorities for them and that align with the needs of local employers. The prospect of incorporating four-year degrees in our offerings, in partnerships or directly, and in settings accessible to our student base, is important to explore.

Engaged College Workforce. Cultivating a Montgomery College workforce that is innovative, competitively rewarded, culturally competent and relevant is a key value of the

institution, including sustaining and advancing a coherent, shared labor philosophy between management and the collective bargaining units. Maintaining and working with an effective and cohesive senior leadership team is essential, as well as ensuring that faculty and employees at all aspects of the College are informed and are involved in the College participatory governance system.

Strong and Effective Relationships with the Broader Community. Montgomery College stands as one of the leading institutions in Montgomery County. The president is expected to serve on boards and commissions within the county and beyond, and, especially with the College's proximity to Washington D.C., may frequently be consulted on national policy issues. Community partnerships are essential to advancing our concept of student success, especially for underserved and underengaged populations, and the president is expected to join in a leadership role with our partner institutions, particularly MCPS and USG, and to facilitate cooperative efforts among the county's broad network of nonprofit associations, communities of faith, and other groups.

QUALIFICATIONS AND EXPERIENCES

We welcome candidates from across the nation, drawing on both traditional and non-traditional experiences relevant to the leadership and the advancement of a world-class student-centered college dedicated to serving its community. We seek candidates with the vision both to lead the college in its traditional work and to guide opportunities to expand in new directions beyond the traditional framework of a community college.

Background: The ideal candidate should possess sustained, progressively responsible administrative experience in higher education, or in another relevant institutional setting involving a body of work that commands the respect of the faculty, staff, and Board of Trustees; and three to five years' experience in a senior leadership role, such as, but not limited to, chancellor, president, or senior vice president at a large complex higher education institution or a comparable senior leadership role in another relevant setting, including business and nonprofit organizations.

This candidate should have a combination of education, training, and experience appropriate for key elements of this position, including demonstrated expertise across topics such as people stewardship, curriculum development, fundraising, government relations and legislative processes, federal and state regulations, accreditation, board relations, and budget and fiscal management. Prior experience with a collective bargaining environment is desirable.

We welcome a disparate pool of candidates, including those not necessarily considering a new position, those whose profiles are out of the ordinary, those who show evidence as rising stars, those who display exceptional experience and talent, as well as those with outstanding experience in the community college environment.

Education: An earned doctorate or other appropriate terminal degree is preferred.

Knowledge, Characteristics, and Experience: In addition to possessing a broad intellectual perspective, strong administrative skills and the highest degree of personal and unimpeachable integrity, the College is seeking candidates with demonstrated promise and/or concrete experience across many disparate aspects of the presidential role.

APPLICATION PROCESS

Greenwood/Asher & Associates, LLC is assisting Montgomery College in this search. Applications and nominations are now being accepted. Confidential inquiries, nominations, and application materials should be directed to Greenwood/Asher & Associates. Applications must include a cover letter, CV/resume, and list of five references. Submission of application materials as PDF attachments is strongly encouraged. The search will be conducted confidentially. Initial screening of applications will begin immediately. For best consideration, applications should be submitted by October 1, 2021. Nominations and applications will be accepted until the position is filled.

Please direct confidential inquiries, nominations, and application materials to:

Jan Greenwood

Co-Founder Greenwood/Asher & Associates
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