

**From:** [MC Communications](#)  
**To:** [All Employees Dynamic Grp](#)  
**Subject:** Organizational Updates in Academic Affairs  
**Date:** Monday, May 6, 2024 2:55:01 PM  
**Attachments:** [Academic Affairs Organizational Changes.pdf](#)

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Memorandum

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**To:** Montgomery College Employees  
**From:** Dr. Deidre Price, Senior Vice President for Academic Affairs/College Provost  
**Subject:** Organizational Updates in Academic Affairs  
**Date:** May 6, 2024

As a follow up to the division-wide information sessions on April 29, 2024, regarding planned changes in the Academic Affairs division, I am pleased to outline the forthcoming divisional changes to the College community. These enhancements will strengthen our ability to fulfill our mission and our Transformational Aspirations—expanding access to education, maximizing completion rates, and ensuring students are well-positioned for success beyond Montgomery College. The changes become effective July 1, 2024, and are designed to facilitate the following four objectives:

1. Streamline and enhance operational effectiveness and collaboration among similar programs;
2. Ensure alignment across noncredit and credit pathways;
3. Maximize career readiness, retention, completion, and post-completion success; and
4. Strengthen the leadership structure to evolve program development and growth for the future.

Individual meetings were held with each individual whose position or role changes as a result of the planned organizational changes. Over the coming week, additional meetings will be held to share reassigned reporting lines and transition plans. It is important to underscore that no current Academic Affairs employees will be asked to transition from the College because of this reorganization. Also, faculty lines are not impacted, and there is no net increase in the College's administrator complement to support these organizational changes in the Academic Affairs division. Here is a summary of the planned changes:

#### WDCE

Workforce Development and Continuing Education (WDCE) is being redesigned under the leadership of Mr. Steve Greenfield who will serve as Vice President of Workforce Development and Industry Partnerships. Dean Alton Henley, who leads Business, Economics, Accounting, Computer Applications, Hospitality Management, and Paralegal Studies (BEACAHMPS), will report to VP Greenfield and lead the incorporation of credit-bearing programs into the revised Workforce Development and Industry Partnerships portfolio. Ms. Transcie Almonte-Sabio will serve as the BITS Director, reporting through Dean Henley and responsible for noncredit programs aligned with credit-bearing opportunities.

#### Pathways, Partnerships, and Planning

The current Academic Affairs Associate Senior Vice Presidents, Dr. Elena Saenz and Dr. Carolyn Terry, will have renewed portfolios focused with strategically aligned programs to enhance opportunities for program access, completion, and post-completion success. Dr. Terry will serve as Associate Senior Vice President for Curriculum, Pathways, and Planning. Dr. Terry

will add leadership of Assessment Centers and specific programs from WDCE to her portfolio. Dr. Donna Kinerney will lead Community Programs and Alternative Pathways with responsibilities that include administrative oversight for a broader range of noncredit programs. Ms. Dorothy Umans, Community Education and Extended Learning Director, will report to Dean Kinerney, continuing to support the management of workforce preparation, lifelong learning, and youth programs. Aligning these functions with Dr. Terry enables the division to think and act more comprehensively and strategically about alternative placement, credit for prior learning, and how we map students' journeys through College programs.

Dr. Saenz will serve as Associate Senior Vice President for Academic Partnerships and Programs. Honors Programs will report through Dr. Saenz who has responsibility for university transfer agreements, the College's dual enrollment program, and engagement with Montgomery County Public Schools (MCPS). Dr. Saenz will lead collaboration with the Honors Program leadership, Dr. Lucy Laufe, Collegewide Honors Program Chair, and faculty to conduct foundational work to develop an Honors College at MC. To provide similar opportunity for comprehensive and strategic planning, academic assessment functions will be reassigned to Institutional Research, and Dr. Cassandra Jones, Director of Assessment, will report to Dr. John Hamman, Chief Analytics and Insights Officer.

#### Campus and Academic Program Leadership

The College's Vice President/Provost, or VPP, positions are being redesigned and realigned into multiple positions to increase support for academic departments and create centralized support for campus-based operations. Three new, redefined campus dean positions (Germantown, Rockville, and Takoma Park/Silver Spring) will replace the VPP roles and together with the Interim East County Education Center Director, these four campus/center-based positions will report to a newly created Associate Senior Vice President of Operational Effectiveness and Strategic Initiatives position. This shift provides the College greater opportunities for centralized planning efforts and to strengthen communication and evaluation of campus-based activity.

To provide dedicated, collegewide administrative leadership of academic programs, two positions are being created to serve alongside the Vice President of Workforce Development and Industry Partnerships. These two collegewide academic programs leadership roles are the Vice President of Liberal Arts and Education and the Vice President of Science, Technology, Engineering, and Mathematics (STEM) and Health Sciences.

There are four direct appointments being made to support continuity of operations within Academic Affairs as we hire for additional positions and conduct searches to fill interim positions:

1. Mr. Steve Greenfield will serve as Vice President for Workforce Development and Industry Partnerships.
2. Dr. Brad Stewart will serve as Campus Dean for Takoma Park/Silver Spring.
3. Dr. Nawal Benmouna will serve as Interim Vice President for STEM and Health Sciences.
4. Dr. Sarah Campbell will serve as Interim Vice President for Liberal Arts and Education.

Interim VP appointments will be effective May 11, 2024, to assist with the leadership transition for all academic departments between the start of summer term and July 1. Academic deans will report to the Vice President aligned with their subject area as shown on the attached organizational chart. Vice Presidents are collegewide positions and will lead academic programs across all instructional sites. The College will conduct internal searches for the campus dean positions for Germantown and Rockville. We will conduct national searches to hire the Associate Senior Vice President of Operational Effectiveness and Strategic Initiatives, Vice President for Liberal Arts and Education, and Vice President for STEM and Health Sciences with anticipated start dates by fall semester.

#### Comprehensive Support for Teaching and Learning

Dr. Mike Mills will serve as Associate Senior Vice President of Equitable Access and Student Success with an expanded portfolio to incorporate additional support for faculty and students. Dr. Shinta Hernandez will serve as Dean of MC Online and Academic Support with additional responsibilities for the Achieving the Promise Academy (ATPA) and centralized Learning Centers leadership. A benefit of this shift is the ability to comprehensively evaluate resource allocation to assess opportunities for enhancement and growth of the College's catalog of academic services, outreach, and intervention across all sites and modalities for all student populations. ATPA programming will continue to report through Ms. Nik Sushka who will report to Dr. Hernandez. Additionally, the Institute for Part-time Faculty Engagement and Support, under the leadership of Professor Erik Swanson, will work alongside the Office of ELITE, under the leadership of Dr. Mills.

### Looking Ahead

As we transition to this new model, I want to personally thank the various interim and acting leaders who led College departments during times of previous transition. Thank you for your willingness to serve in leadership that fulfills the mission of the College. We look forward to your continued leadership in new capacities moving forward.

Across these changes, you may note a common theme of bringing together programs of similar natures under singular leadership to enhance reflection on data, resource decisions, strategic planning, and collaborations to ensure that partnerships can be enhanced for faculty development and academic programs and services alike. Should you have any questions or concerns about these updates, please do not hesitate to reach out to me directly. As we embark on these organizational updates, I want to express my gratitude for your continued dedication and support. Together, we will continue to uphold the highest standards of academic excellence and student success at Montgomery College.