

**To:** Montgomery College Community

**From:** Dr. Jermaine F. Williams, President

**Subject:** **Aligning Programs and Personnel for Organizational Effectiveness in FY26**

**Date:** April 24, 2025

Throughout the 2024-2025 Academic Year, College divisions have worked collaboratively to create the Academic Master Plan, the College Rebranding and Integrated Marketing Strategy, (which remains under development), and the Student Enrollment Plan. Across each of these major efforts, your input and feedback have been instrumental in shaping these plans, and your ongoing engagement will continue to inform our work in FY26 and beyond.

A priority consideration informing how we align and coordinate our work remains nurturing our organizational effectiveness to ensure our students, faculty, and staff thrive and excel. To that end, as we move into FY26, we are embarking on a series of strategic, cross-divisional opportunities designed to advance our College and community. These opportunities will streamline processes, enhance collaboration, and align our resources more closely with areas of greatest need for students, faculty, and staff.

As the College continues to grow and effectively respond to our evolving community, support workforce readiness demands, and prepare civically engaged residents, new approaches and agility in realigning to meet student needs will empower our teams to enhance enrollment, advance student success, strengthen community connections, and elevate the visibility and operational effectiveness of our institution. These efforts will accelerate our progress toward achieving our transformational aspirations and strengthen our impact on the communities we serve.

## **Summary of Key Areas of Planned Organizational Change**

### ***Student Affairs***

With the eminent onboarding of a new Senior Vice President for Student Affairs, these realignments focus on redefining scopes of work and selected reporting line changes:

- Collegewide oversight in portfolios will shift from Deans of Student Affairs to Associate Senior Vice Presidents, allowing deans to focus on local campus management of Student Affairs units.
- The Office of Student Life will expand its scope of work to include new student onboarding and basic needs support.

- The Student Information System unit will be realigned with Information Technology.

### ***Academic Affairs***

Efforts will continue to focus on building capacity across departments to bring together closely related educational programs and to expand support for faculty, staff, and students through newly created opportunities for cross-disciplinary collaboration and resource sharing:

- Establishment of a Center for Teaching and Learning focused on faculty development, shifting away from the ELITE moniker, and building capacity for increased support for instructional training centered on strategic priorities in the division.
- Embedding professional development within the academic services portfolio to enhance response time and collaborations to address competency gaps that are impeding retention and completion.
- Dedicated Honors College administration to better serve and support students and faculty.
- Reorganization of the Arts Centers to bring together administration of MC's performance venues under a new position, Venues and Programming Director, to be hired by July 1.
- Staffing additions and realignments related to scheduling, workforce development and community education, and advising remain under development in collaboration with stakeholders to determine whether and how changes may support operations in FY26.
- Incorporating workforce development across academic programs to assure that all College faculty serving students in similar or closely related programs can partner in student support and navigation of those programs.

Faculty, staff, and administrators in the division can expect that they will have meaningful opportunities for input and engagement on these planned changes during future conversations across the spring, summer, and fall to determine opportunities and timelines to further incorporate and align academic and workforce programs in ways that best support students, faculty, and staff. We ask for your engagement in the weeks and months ahead as we look to further enhance how we are serving all prospective and current students.

### ***Advancement and Community Engagement***

Moving forward, the Marketing and Communications department will be organized into three primary teams:

- A Strategic Communications Team focused on media relations, crisis communications, and presidential messaging.
- Integrated Marketing Team aligning advertising, web, and social media strategy, including a new centralized digital media function.

- Brand and Creative Asset Management Team responsible for video, design, writing, photography, and digital asset management, under the leadership of a new Executive Director for Brand and Creative, to be hired by July 1.

These changes reflect our shared commitment to improving the college experience for every student, faculty, and staff member. As we navigate these transitions, we ask for your continued collaboration and engagement. Your feedback will continue to be essential as we finalize and implement these changes, and future changes, ensuring they are aligned with the needs of our entire community. This is an exciting next chapter and together we will soar to new heights.