

Curriculum Vitae

DeRionne P. Pollard, Ph.D.

Education

Loyola University Chicago/ Doctor of Philosophy, 2005

Specialization: Educational Leadership and Policy Studies

[Dissertation] *Conversations of Consequence: A Study of New Faculty Preparation and Acculturation in Community Colleges*

Iowa State University/ Master of Arts, 1995

Major: English

[Thesis] *Terry McMillian: Pop Icon or Brilliant Storyteller? A Question of Literary Value*

• Phi Kappa Phi Honor Society • Graduate Teaching Excellence Award

Iowa State University/ Bachelor of Arts, 1993

Major: English Minor: Religious Studies

• Iowa Student as Critic Writing Award • Dean's List

Experience

Montgomery College/ President

2010-present, Rockville, MD

Supervised by a 10-member Board of Trustees appointed by the Governor of Maryland, I serve as the chief executive officer of the College. Directly reporting to the President are the Chief of Staff/Chief Strategy Officer; the Senior Vice Presidents (4) of Academic Affairs, Administrative and Fiscal Affairs, Advancement and Community Engagement, and Student Affairs; the Chiefs (4) of Analytics and Insights; Compliance, Risk, and Ethics; Equity and Inclusion, and Governmental Affairs; Special Assistant for Board Operations; and the General Counsel. Located in Montgomery County, MD, the College serves 55,000 students and has an annual operating budget of \$312M (FY21) and a six-year capital improvements budget of nearly \$95M. Montgomery College employs over 1900 faculty and staff on three campuses, two educational centers, and multiple community sites.

Significant leadership accomplishments include:

- Implemented "one College" philosophy and alignment after three campuses were accredited as a single institution and developed new institutional mission, vision, and values statements leading towards the College's strategic plans MC2020 and MC2025
- Developed new participatory governance policy and system to expand employee engagement and enhance college-wide decision-making and communication

- Implemented strategic internal communication and outreach to employees and students, including but not limited to bi-semester Town Meetings, weekly written and video written communications to college community, monthly "Food For Thought" employee dialogue sessions, teaching non-credit seminars for students, governance council Q & A sessions, and several other initiatives to ensure deep knowledge of and engagement with the College community
- Oversaw development of new institutional colors, mascot, and athletic redesign, led NJCAA reclassification from Division III to scholarship-granting Division I and II in most sports while advancing Title IX compliance and program rejuvenation
- Reorganized the student services division, including the hiring of a new Senior Vice President for Student Affairs, to ensure focus on comprehensive student experience, college-wide accountability, and campus coordination
- Reorganized the academic affairs division, structuring leadership and alignment for college-wide focus and disciplinary expertise
- Created the Offices of Institutional Compliance, Risk, and Ethics; Office of Equity and Inclusion; and the Office of Analytics and Insights to ensure institutional focus and transformation in key business intelligence and organizational development practices
- Co-created ACES (Achieving College Excellence and Success), a college success, coaching, and scholarship program to increase access and success of new majority, first generation, and underrepresented students in College populations, in partnership with Montgomery County Public Schools and the Universities of Shady Grove
- Implemented focus on "people stewardship" of college employees, leading to new and improved processes meeting ethical expectations and professional development at all levels of the organization, built a robust team of trained investigators to manage employee concerns, improved search committee operations and support, and implemented a search advocate program.
- Led and closed (and exceeded goals) of a 7-year, \$30M comprehensive campaign through the Montgomery College Foundation
- Created and raised fund for the Innovation Fund, a grant program to encourage and amplify faculty, staff, and student innovation
- Negotiated and formed the Pinkney Innovation Complex for Science and Technology (PIC-MC), the first life sciences park in the country on the grounds of a community college, which includes the first new hospital in Montgomery County in 40 years as the anchor tenant, and also led the formation of a new educational foundation to support and coordinate the work of PIC-MC
- Launched the Student Success Scorecard that measures student success in three milestone categories and disaggregates to ensure equitable analysis and action
- Expanded early college and dual college programs by over 50% in the last five years where the College now serves nearly 2000 students annually
- Led institutional re-accreditation which produced full eight-year reaffirmation by the Middle State Commission on Higher Education
- Planned, advocated for, and delivered major and minor capital projects (science and math facilities, student services, general

purpose classroom, parking garage, and significant deferred maintenance and technology projects), totaling over \$500M

- Consolidated administrative services into one facility through the Montgomery College Foundation, saving the college approximately \$40M over the next 20 years
- Reimagined the college's community engagement work around community-based engagement centers to build relationships with emerging communities, new majority/BIPOC communities, and underserved populations (incarcerated)
- Support and lead workforce and economic development initiatives of the region through high-impact and responsive programming, grants, and convenings in such areas as biotechnology and biomanufacturing, health sciences, clinical trials management, and entrepreneurialism

University of Maryland Global Campus/ Instructor

2016, Adelphi, MD

Taught DMCC810: Leadership and Change for the Doctoral Program in Management in Community College Policy and Administration. Part of the University System of Maryland, the University of Maryland Global Campus is an online state university offering undergraduate and graduate education serving over 50,000 students each year.

Las Positas College/ President

2008-2010, Livermore, CA

Served as the chief executive officer and reported to the District Chancellor. Reporting to the President were the Vice Presidents (3) of Academic Services, Administrative Services, and Student Services; the Executive Director of the Las Positas College Foundation; and the Director of Institutional Research and Planning. Located in Alameda County, the College served 10,000 students and had an operating budget of \$40M and a \$230M capital bond program.

Significant leadership accomplishments included:

- Led institution through successful reaccreditation self-study and campus evaluation visit
- Coordinated with the District to lobby for over \$1M in congressional earmarks
- Developed and initiated an integrated internal planning process that promoted coordination and accountability
- Led the development of a new strategic planning process, program review, and non-instructional review
- Led successful opening of three new college facilities and managed campus activities for \$233M capital improvement bond
- Maintained enrollment targets and developed balanced budget
- Enhanced internal communication through the development of monthly meetings with college community and monthly President's Report
- Increased recognition of Las Positas College within the Tri-Valley service area and state through strategic partnerships and communication techniques, including a monthly community newsletter, a Presidential Advisory Council and Community Leadership Day.
- Expanded and led institutional initiatives related to equity and diversity

College of Lake County/ multiple positions

1995-2008, Grayslake, IL

Vice President for Educational Affairs 2005-2008

Assistant Vice President for Educational Affairs, 2002-2005

Founding Faculty Coordinator and Assistant Professor of English,

Center for Excellence in Teaching Learning, 1998-2002

Assistant Professor of English, 1995-1998

Completed career at the College of Lake County as the chief academic officer of the college and reported to the President. Reporting to the Vice President were the Assistant Vice Presidents (2) for Workforce and for University Transfer; 9 Academic Division Deans; the Executive Director of the James Lumber Center for the Performing Arts; and the Assistant Director for Educational Affairs Operations. Located in Lake County, IL, the College served 18,000 and had an operating budget of just under **\$100M.**

Significant leadership accomplishments included:

- Co-led accreditation action team that analyzed and recommended reforms to improve structure, communication, and participation in governance system
- Negotiated first adjunct collective bargaining agreement and negotiated full -time faculty collective bargaining agreement in the shortest period of time in college history
- Developed and implemented restructured budget process within Educational Affairs
- Developed process to assess and meet instructional technology needs
- Led curriculum development process, including the implementation of curriculum planning software
- Implemented and led **AQIP**, a continuous improvement-based form of accreditation through the Higher Learning Commission
- Provided oversight of two construction projects, which included renovation for several programs (dental hygiene, medical imaging, phlebotomy, physics, and geology)
- Convened the High School Advisory Council, an advisory group composed of representatives from district high schools, to identify emerging trends and issues, review research about students, develop new student success programs, align curriculum, and enhance partnership opportunities
- Founded and led the Center for Excellence in Teaching and Learning, a professional development program to enhance teaching and learning at the college, support the development of faculty, lead instructional design projects, assist faculty in formative and summative assessment strategies, and amplify the student success ethos of the college through robust and relevant professional development
- Developed, implemented, and led nationally-recognized new Faculty Institute, a three-part professional development program for new faculty
- Developed specialized professional development program for adjunct/part-time faculty
- Developed courses in Early American Minority Literature and Modern American Minority Literature
- Earned tenure in Spring 1998

**Selected Current
Professional/Community
Activities**

Board of Advisors, Universities of Shady Grove
Board of Advisors, Center for First-Generation Student Success
Board of Directors, Capital Area Food Bank
Board of Directors, Montgomery County Chamber of Commerce
Executive Committee Member, Maryland Association of Community Colleges Board of Directors
Member, Aspen National Transfer Advisory Board
Member, International Women's Forum, DC
Member, Postsecondary Leadership Circle for Parents, Ascend of The Aspen Institute
Member, Silver Spring Chapter of The Links
Member, Zeta Phi Beta Sorority, Inc., Gamma Alpha Epsilon Zeta Chapter
Mentor, Aspen institute's Rising Presidents Fellowship
Peer Evaluator/Team Chair, Middle States Commission on Higher Education
Subscribers Advisory Board, United Educators

**Selected Previous
Professional Activities**

American Association of Community Colleges (AACC) Board of Directors, AACC 21st Century Commission on the Future of Community Colleges, and AACC Presidents Academy Executive Committee
College Board's Community College Advisory Panel
ESource Board of Directors
Generation Hope Board of Directors
Higher Education Research and Development Institute Advisory Board
Higher Learning Commission **AQIP** Reviewer
Illinois Community College Chief Academic Officers
Maryland Campus Compact
Montgomery County Business Development Corporation
National Association of Community College Teacher Education Programs, National Scholarship Selection Committee
O.P. Jindal Community College (India) International Advisory Board
Strathmore Arts Center
Tech Council of Maryland

Selected Professional Honors

Community Champion Award, Latin American Youth Council/Maryland Multicultural Youth Centers, 2021

Champion of Excellence Award, Maryland Black Chamber of Commerce, 2020

Community Leadership Award, Telemundo Washington DC/Montgomery County Hispanic Heritage Celebration, 2019

Distinguished Alumna Award, Iowa State University, 2019

Darnen Award, Loyola University Chicago, 2018

Academic Leadership Award, Carnegie Corporation of New York, 2017

Visionary Award, Washington Area Women's Foundation, 2016

Washingtonian's 100 Most Powerful Women, Washingtonian Magazine, 2016, 2012

Emerging Leader Award, American Association of Community Colleges, 2015

White House Champion of Change for Reentry and Employment, 2014

Leader of the Year, Leadership Montgomery, 2013

The Daily Record's Influential Marylander Award, 2013

Minority Business Leader Award, Washington Business Journal, 2013

Washington Business Journal's Women Who Mean Business, 2012

East Bay Woman of Distinction, 2009

Outstanding Young Alumna Award, Iowa State University, 2008

YWCA Woman of Achievement, 2006

Chairman's Award for the Most Influential African American of Lake County, 2006