From:	The President
To:	MC Communications!
Subject:	Transition in the Office of Human Resources, Development, and Engagement
Date:	Tuesday, March 12, 2013 11:00:55 AM

MONTGOMERY COLLEGE
Office of the President

March 12, 2013

MEMORANDUM

To: Montgomery College Colleagues

From: Dr. DeRionne P. Pollard, President

Subject: Transition in the Office of Human Resources, Development, and Engagement

After four years of serving the College community with dedication, Vice President of Human Resources, Development, and Engagement Sarah Miller Espinosa will make a transition this summer to a new role. She has my deepest confidence, and Senior Vice President for Administrative and Fiscal Services Cathy Jones and I both wanted Ms. Espinosa to remain as vice president. But, at this time, her long-term professional goals are better aligned with another role at the College.

Effective July 29, Ms. Espinosa will transition into the role of employee ombuds. As you may recall, the employee ombuds role was developed in direct response to a recommendation from the Employee Engagement Advisory Group this year. The part-time temporary-with-benefits position will be implemented on a trial basis. After evaluation of its effectiveness, the position may become permanent.

My decision that Ms. Espinosa would fit well in this role is based on guidance from the International Ombudsman Association, which has found that an effective employee ombuds has a widely known reputation for integrity, confidentiality, creativity, and courage. He or she should also have an expert knowledge of organizational processes, strong analytical abilities, and training or experience in conflict resolution. Ms. Espinosa possesses all of these qualities and qualifications.

A national search will be conducted to identify a new vice president of human resources, development, and engagement. It is anticipated that the successful candidate will join the College prior to the 2013–2014 academic year.

Ms. Espinosa joined the College in 2009 as the director of employee engagement. She helped to build the employee engagement initiative, served as the chief negotiator for the College, and oversaw the employee relations program. As chief negotiator, Sarah extended the College's commitment to interest-based negotiations and problem solving. In November 2011, Ms. Espinosa assumed leadership of human resources. She led reorganization efforts, provided leadership for the classification renewal effort, and oversaw the creation and implementation of the Voluntary Employee Retirement Program.

Before joining Montgomery College, Ms. Espinosa spent her career resolving conflict in a variety of roles, as a union negotiator, a full-time mediator with the State of Connecticut Board of Mediation and Arbitration, the assistant general counsel for the Connecticut State Board of Labor Relations, and the chief negotiator and labor and employee relations manager for Montgomery County Government. She has a bachelor of science from the School of Industrial and Labor Relations at Cornell University and a JD from the University of Connecticut School of Law. Sarah is also anticipating completion of a two-year labor arbitrator development cohort program through the Scheinman Institute for Conflict Resolution at the Cornell University ILR School.

Please join me in thanking Sarah Miller Espinosa for her service over these past four years. While we will miss her leadership as vice president of human resources, development, and engagement, I expect that she will continue to contribute to the growth and development of Montgomery College in her new role.