

May 3, 2019

Dear Eastern Shore Community College Faculty and Staff:

I hope you are as excited as I am over the quality of the finalists vying to be your college's next president! As I understand it, two of the four have had their on-campus interviews with the remainder coming next week. This truly is a no-lose situation. No matter how it ends, ESCC is bound to get a terrific leader.

I'm writing you today about a decision I am making to help your next president succeed. I am hiring Dr. Bill Aiken to serve as a transition officer for your college. He will begin that assignment on Monday, May 6 and work through the end of September. He will report to the college's interim president, Dr. Billy Greer and then to the college's next president when that person assumes the role this summer.

This is an important assignment. Your college is embarking on its three-year reboot plan; the institution's senior leadership are made up mostly of interim personnel who are leaving this summer; and your college's new academic building is expected to be open soon.

Bill Aiken is the right person for this job. He is a senior community college leader with decades of experience. He is a retired college president and has served as an interim president providing senior leadership to more than half-a-dozen institutions, nearly all small, rural community colleges. His resume of interim positions includes a stint in Virginia as interim president at Paul D. Camp Community College for 15 months in 2015 to 2016. His knowledge of Virginia, the VCCS, and leadership transitions will help ESCC and its incoming president.

Bill has also served as a formal mentor to two VCCS presidents: Dr. Dan Lufkin at Paul D. Camp Community College and Dr. Tommy Wright at Southwest Virginia Community College. I have asked Bill to also serve as a mentor to the next president of ESCC.

Please join me in welcoming Bill when he begins working on your campus next week.

In closing, let me thank you for all that you do for your college and the students it serves. Your commencement, next Friday, is a powerful reminder of why our work is so important. What is better than watching men and women cross that stage, prepared for their next success in life? Those incredible moments wouldn't be happening without your efforts, and I'm grateful to you for them.

Sincerely,

Glenn DuBois