

To: Montgomery College Community
From: Dr. Jermaine F. Williams, President
Subject: Leadership Changes in the Office of Compliance, Risk, and Ethics
Date: June 1, 2022

As you may know, Ms. Vicki Duggan is retiring from the College. I have had the pleasure of working closely with her over the past few months and have found her to embody so much of what is respected at the College. She has been dedicated, collegial, and passionate about serving our community. Ms. Duggan served the College for more than 23 years, first as a part-time faculty member, then full-time faculty member, a manager, and finally as an administrator. The range of her roles at the institution is indicative of her talent and agility. She served in the Information Technology Institute (ITI) and the Office of Information Technology. Later she was appointed as the first Chief Compliance, Risk, and Ethics Officer. During her tenure, Ms. Duggan developed unique programs that served both the county and the College including Tech LEAP and GURL Power in ITI. She created the Office of Compliance, Risk, and Ethics, developing the collegewide compliance program to ensure that College leaders are aware of pertinent laws and regulations and that the College's reporting requirements are met. She was instrumental in raising awareness of risk and was proactive in developing a regular leadership review of risk. I know that Ms. Duggan will be sorely missed, but that the legacy she leaves behind is a tribute to the breadth and depth of her work at our institution. On behalf of the College, I extend our gratitude for Ms. Duggan's outstanding service to the College.

To Ms. Duggan's credit, her diligent planning leaves the College with an experienced colleague to step in. I am pleased to appoint Emmilee J. Racek as the Acting Chief Compliance, Risk, and Ethics Officer. Ms. Racek has worked at the College for four years and collaborated widely with many offices during this time. She brings a wealth of legal experience in both the private and public sectors and has a rich background in investigations and fraud awareness. You may already know Ms. Racek from her many responsibilities ensuring collegewide compliance and ethics. Among her responsibilities, she has:

- chaired the College's conflicts of interest review panel,
- managed the employee hotline,
- conducted investigations regarding alleged compliance violations, conflicts of interest, and fraud, waste, and abuse,
- represented the compliance office in work groups and committees, and
- delivered employee training on topics related to compliance, ethical expectations, and fraud awareness.

Ms. Racek has led compliance-related policy and procedure updates through review by the President's Executive Cabinet and public comment process, working to incorporate detailed feedback and ensure that changes are in keeping with Maryland law. In her time at the College, her accomplishments include composing the internal investigations manual for the Office of Compliance, Risk, and Ethics; designing and implementing the conflicts of interest disclosure process for College employees; and leveraging knowledge of leading industry practices to strengthen investigatory processes.

Ms. Racek is an attorney and graduate of Georgetown University Law School. She is certified as a fraud examiner, a compliance and ethics professional, and a Title IX hearing officer. Ms. Racek can be reached at Emmilee.Racek@montgomerycollege.edu. Please join me in welcoming her to this new role.