

June 3, 2011

Dr. Louise Berry, Chairwoman  
Members of the Board of Trustees  
Connecticut Community-Technical Colleges  
61 Woodland Street  
Hartford, Connecticut 06105

Dear Chairwoman Berry and Members of the Board of Trustees:

The Board of Trustees authorized my appointment to serve as Chancellor in April 2000 and for me to assume the responsibilities effective on June 1, 2000. During the course of these last eleven years I have received notifications from nine of our college presidents indicating their intention to retire. In each of these letters there is reference made to the mixed emotions of the decision. Today the understanding of that reference has become my reality, as it is with decidedly mixed emotions I write to inform you of my decision to retire. The circumstances for this decision are complex but are driven by legislation adopted by the General Assembly on June 1, 2011 which reorganizes higher education and technically eliminates the position of Chancellor. In addition there are other factors dealing with pending changes in the health and pension benefits for retirees. The decision to retire is not something that I was planning to do at this stage of my career. I have not made a decision yet if I will pursue other employment opportunities nor have Marge and I made plans for a transition to retirement. My decision today is purely professional looking at the future of the Connecticut Community Colleges and the appropriate leadership that will be necessary for the reorganization to be successful.

While I am deeply concerned about the reorganization and the structure that will result, my thoughts have been focused on all of the uncertainties resulting from the lack of a strategic plan for higher education or a reorganization plan to implement the legislation and the chaos, confusion and disruption that are normally present in the merger of organizations with disparate cultures. The legislation envisions a transition with the Board of Trustees to stay in existence until the end of the calendar year but with the decisions of the Board after July 1 to be subject to the ratification of the new Board of Regents yet to be established. My commitment to the Board of Trustees is to continue after July 1, serving totally at the pleasure of the Board, for any period of time during the six month transition for which the Board desires to retain my services. I have requested that the Chair schedule time for that discussion to be held during an Executive Session at the June 23, 2011 Board meeting.

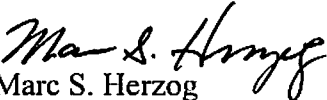
Please know that I have been honored to be given the opportunity for the last eleven years to lead the Connecticut Community College System and thank you for bestowing your trust in me and for providing your unending support. I have thoroughly enjoyed my tenure as Chancellor and am very proud of what we have accomplished together. Under the Board's leadership the system has made enormous strides towards excellence as demonstrated by record breaking enrollment growth; access policies that have maintained the open door eliminating both academic and economic barriers to the opportunity of higher education; enhancing the affordability for students and families to attend college; the development of responsive, current, and high quality academic offerings, participation in a selective national student success initiative that has created a culture in our system where student success is the expectation for every student; a nationally recognized delivery system for student financial aid services; unprecedented facilities development, modernization, expansion, and improvement; unparalleled investment in technology infrastructure and educational equipment to support academic programs; and human resource policies that have permitted the system to assemble the finest teaching faculty and student support staff in public higher education.

During my tenure the System has enjoyed incredible success that would have been impossible to achieve without the cooperation, assistance, and leadership from a dedicated and supportive group of college presidents and the System Office executive staff who are among the most talented and hard working group of professionals of which I have ever been associated. It is the knowledge, talent and dedication of an excellent faculty, professional staff and support staff who work directly with our students that has enabled the levels of student success that the Connecticut Community Colleges have achieved. Indeed I am grateful to Board of Trustees and every member of management, faculty, staff and administration at every level of the organization for their commitment to the cause of community college education.

It was on June 1, 1970 that I began my career in higher education as an Admissions Counselor at a small liberal arts college in South Dakota. Upon the recommendation of the founding President of Tunxis Community College, the late Dr. Benjamin G. Davis, I was appointed by the Board of Trustees to begin my career in the Connecticut Community College System in August 1974. I have had the unique opportunity to serve this system for thirty seven years, starting my career at the lowest entry classification for a college administrator and rising through the ranks to become its CEO. I was appointed to the executive staff at the System Office twenty eight years ago and was provided with the opportunity to work with literally dozens of Trustees during these many years, gaining friendships and an incredible respect for the Board's leadership of a uniquely American institution, the Community College.

My emotions are decidedly mixed but it is time for a change in leadership. As I make this transition please accept my thanks for a lifetime experience as a community college educator, the most meaningful work imaginable. Thank you.

Sincerely yours,

  
Marc S. Herzog  
Chancellor