



Iris Schauerman

Iris has dedicated her entire career to ensuring people, especially youth, turn their potential into realities by making resources accessible, increasing opportunities and engagement, and empowering them to be their best advocates. This work is highly personal to her - being the first to graduate high school and having mentors invest in her from the moment she got to the US has positively changed the trajectory of her life. She started her career as a mental health counselor and went on to become a high school AP Biology teacher and an educator and student services provider in higher education specifically at the Universities at Shady Grove. She has led efforts in research and the passing of legislation concerning trauma informed care, digital equity and education policy at a local and state level. Iris received a master's in education from Johns Hopkins University, a bachelor's in psychology and in cultural anthropology from the University of Maryland, and an associates in mental health from Montgomery College. She is also an alum of Leadership Montgomery, Leadership for Educational Equity, Teach for America, and AmeriCorps.



Dr. Anne Khademian

Dr. Anne Khademian was named to serve as the Universities at Shady Grove's third executive director in October 2020, following a nationwide search and her appointment to the post by Dr. Jay Perman, Chancellor of the University System of Maryland. As executive director of USG – a regional higher education center of USM in Montgomery County, with programs from nine universities on one campus – Dr. Khademian also holds the title of Associate Vice Chancellor for Academic Affairs for USM.

Before joining USG, Dr. Khademian served most recently as a Presidential Fellow and professor at Virginia Tech, where she enjoyed a stellar 17-year career that included several years as director of the School of Public and International Affairs. A longtime resident of Montgomery County, Maryland, she served in her presidential fellowship in Virginia Tech's Research Center in Arlington, near Washington, D.C. In that capacity, she supported the collaborative implementation of "Beyond Boundaries" initiatives, working across the university's campuses and stakeholder committees to support organizational innovation and growth.

With nearly three decades of experience in higher education, Dr. Khademian is a nationally recognized scholar and author in the areas of inclusive leadership and organizational change. As director of the School of Public and International Affairs in Virginia Tech's College of Architecture and Urban Studies for seven years, she led the school through a period of significant growth and transformation, including the introduction of new academic degrees and programs;

increased student enrollment; new faculty hires; forging of new global partnerships and initiatives; and extended outreach into the local community.

Dr. Khademian's research focuses on leadership and organizational culture, inclusive management, policy networks, and the work of organizations involved in homeland security and financial regulation. She is the author of three books: *Working with Culture: The Way the Job Gets Done in Public Programs* (CQ Press, 2002); *Checking on Banks: Autonomy and Accountability in Three Federal Agencies* (Brookings, 1996); and *The SEC and Capital Market Regulation: The Politics of Expertise* (University of Pittsburgh Press 1992). She has also published numerous articles on public management and public policy.

Dr. Khademian is a fellow of the National Academy of Public Administration, an independent, nonprofit, and nonpartisan organization established by Congress to assist government leaders in building more-effective, efficient, accountable, and transparent organizations.

As part of her leadership in the community, Dr. Khademian serves on the boards of both the Montgomery County Chamber of Commerce and the Montgomery County Economic Development Corporation. She is also on the Board of Directors for the American Red Cross, National Capital Region for the Montgomery, Howard and Frederick Counties Chapter and the Board of Directors for Smart City Works. In addition, she is a member of the Leadership Montgomery CORE Class of 2023.

Dr. Khademian holds a B.A. in Political Science and a Master of Public Administration from Michigan State University, and a Doctor of Philosophy (Ph.D.) in Political Science and Government from Washington University in St. Louis, Missouri. She was a cross country and track star while at Michigan State and in 2016 she was inducted into the university's Athletic Hall of Fame.

Dr. Khademian also hosts a video podcast series called "**This is USG**" and an audio podcast entitled "**AKA Innovation**," which showcases innovative leadership and business practices that can help to drive transformation and innovation in education.



Dr. Monifa B. McKnight

Dr. Monifa B. McKnight was appointed superintendent of schools for Montgomery County Public Schools in 2022, previously serving as interim and deputy superintendent. She also served as the Chief School Management and Instructional Leadership Officer for Howard County Public Schools.

In 2016, she served as a Campus Principal Ambassador Fellow for the United States Department of Education under the leadership of Secretary of Education John King.

Dr. McKnight was honored as the 2015 Maryland Middle School Principal of the Year by the Maryland Association of Secondary School Principals and as the 2015 Maryland State Principal of the Year by the National Association of Secondary School Principals.

Dr. McKnight's prior experiences in education include: classroom teacher, English Resource Teacher, Staff Development Teacher, and Assistant Principal. She holds a Bachelor of Science degree in Elementary Education from South Carolina State University in Orangeburg, South Carolina, a Master of Science in Educational Leadership from Bowie State University, Bowie Maryland, and a Doctorate of Education in Educational Leadership and Policy from the University of Maryland, College Park.



Dr. Yolanda Stanislaus

Dr. Yolanda Stanislaus currently serves as the Director of Professional Growth Systems at Montgomery County Public Schools. She is known for her work as a dynamic educational coach, professional developer, teacher, leader, advocate and equity warrior. Dr. Stanislaus began her career over 27 years ago as an Earth Science and Chemistry teacher in New York City Public Schools. Over the past 23 years she has been an educator in Montgomery County Public Schools, the largest suburban school district outside of Washington D.C. She has a strong background in school administration, having served as an elementary school principal and as a middle school principal. During her time as a school leader, she engaged staff, students, parents and community stakeholders through the Instructional Rounds Protocol to pinpoint the instructional core catapulting school improvement planning and elevating student achievement. She is committed to professional development and closing opportunity gaps. As a central office director, she has experience coordinating system-wide professional learning and enhancing the capacity of administrators, teachers, and support professionals through various research-based coaching strategies. Dr. Stanislaus has extensive knowledge of local and federal grants and managed the district's Title IIA Federal Grant and the Teacher, Induction, Retention and Advancement Pilot Grant. Dr. Stanislaus has a laserlight focus on elevating instruction and leadership that transform practices.

In 2016, Dr. Stanislaus was the recipient of the Bowie State University Community Award for dissertation excellence. In 2014, she was nominated for the Ed Shirley Leadership Award. In 2013, she was awarded the Montgomery County Public Schools ESOL Principal of the Year Award and the Montgomery County Parent Award for the Outstanding Special Education School Program. Dr. Stanislaus was invited to testify on Capitol Hill to discuss Child Nutrition Programs before the Senate Agriculture, Nutrition and Forestry Committee.

Dr. Stanislaus received a Bachelor of Science degree from Hofstra University in Hempstead, New York; a Master's degree in School Leadership from Bowie State University in Bowie, Maryland; post-graduate chemistry education coursework from the University of Pennsylvania; and a Doctorate in Educational Leadership from Bowie State University. She also holds advanced certification in Chemistry 7-12, Administration, and a Superintendent certification in the state of Maryland.



Kathy Stevens

Kathy started as the Executive Director for the Montgomery County Coalition for Adult Literacy (MCAEL) in 2012. MCAEL is a capacity building nonprofit which strengthens and builds adult English language learning programs and instruction to further individual and family success at work, school and in the community. She comes to MCAEL from Montgomery College, following career and volunteer experience in higher education and nonprofits, including work as a senior executive of an international, non-profit membership organization. Further, Kathy is a fundraiser, lawyer, community organizer and mediator. An active community member, she participates in the Leadership Group for Montgomery Moving Forward, a Collective Impact group in Montgomery County, and is a past co-chair; she has also served on several local boards over the last 15 years. Additionally, she serves on the Board for The Midcoast Conservancy, a land conservation organization in Maine, and a member of the Montgomery College Community Engagement Roundtable. She is a graduate of Leadership Montgomery and Impact Silver Spring's Community Empowerment Program. Kathy holds her J.D. from the University of Richmond, an Ed.M. from the Harvard Graduate School of Education, and B.A. from Swarthmore College.