

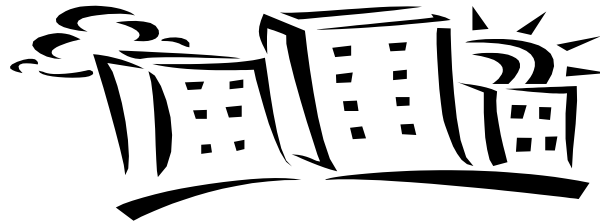
Chancellor's Memo

Eastern Iowa Community College District

April 15, 2007

Small Task Force Explores Residence Halls

If we built them, who would come? You may be interested in knowing that a small EICCD task force has been exploring the feasibility of partnering with development firms to build and manage residence halls for some or all of the colleges in our district.



District Fills in Pandemic Plan

Do we have a plan in place in case Eastern Iowa experiences a serious flu pandemic? Urged on by a number of state and higher education agencies, along with our own desire to plan for contingencies that could seriously affect our employees and organization, the EICCD Cabinet has taken the next step in creating a pandemic plan we can call on should the worst happen. The Cabinet has built on the work of an original committee who did an excellent job of describing the possible impact and ramifications of a pandemic and with identifying critical areas where having a plan could create a more effective response.

As we worked on the plan, we knew that it would remain a work in progress and that not every possible contingency could or should be planned for. The plan focuses on four basic areas:

Operational Decision-Making

Health and Safety of Employees and Students

Communication

Maintaining Organizational Viability

Interested in the details of the plan? Take a minute and visit this website:

http://www.eicc.edu/internal/district1/EICCD_pandemic_plan_March_07.doc

AQIP Quality Checkup Visit a Success!

Thanks to everyone who stepped up to the challenge of rearranging their schedules to accommodate our AQIP visitors, Dr. Gwladys Austin, Mid Michigan Community College and Dr. James Perry, Owens Community College through such a fast paced, busy visit March 28 – 30. It is because of your efforts, they left with such a positive view of EICCD. In particular, the faculty and students who dedicated time to visit with Drs. Austin and Perry, made a huge impact on our visitors by reflecting on the importance of EICCD in their lives.



Here is a picture of our three Presidents, myself and Drs. Austin and Perry showing how happy we are to be a part of the AQIP process and accreditation!

Small Group Pilots 306 Evaluation Process

360 View is a common term for a method of input that allows people above (supervisors), on each side (peers and colleagues) and people below (direct reports) to provide feedback on how they perceive the leadership skills and behaviors of an individual and how these compare to that person's own perceptions. A 360 View

Committee was formed late last year and is composed of **Chair Mark Kapfer, George Varchola, Jim Compton, Donna Day, Tina Petersen, Lana Dettbarn, Gail Spies, Deb Goodall and Beth Hafner**. A survey was conducted by the committee earlier this year asking all employees their opinion of a 360 View implementation. The overwhelming response was that people wanted such a tool as long as it was used for professional development and not for discipline.

The committee has been meeting on a regular basis and has determined that when 360 View is implemented at EICCD, it should be for those in administrative and professional levels. Although support staff and faculty may be called upon to complete a survey instrument, they will not be evaluated by a 360 process. The survey should be simple and electronically based. Finally, the 360 View feedback report will be used to enhance a person's professional development plans.

An opportunity presented itself a few weeks ago when an invitation came from Cornell University to have several people from EICCD participate in a pilot of a "Community College Leadership 360 Degree Feedback Survey." Since this instrument was designed specifically for community college leaders, it is a great opportunity for several of the committee members and members of the cabinet to volunteer for this pilot project. Many of the people in the pilot have provided the people at Cornell with a list of 15-20 people to survey and some of those have already been completed on-line. It is anticipated that accumulated results of the surveys will be back in the hands of the persons being evaluated by mid-June.

In the months ahead, the committee will be evaluating the Cornell survey instrument along with others and looking at how these fit into the process flow chart the committee developed at their last meeting. It is anticipated that the first of the EICCD administrative and professional staff will have 360 View done in January and February of 2008.

Two District Staff Members Complete Quad City Leadership Programs

Recently **Janet Coogan** and **Andrew Burt** completed rigorous leadership programs offered right here in the Quad Cities! They were participants in the Quad Cities Federation Community Leadership Program. Both had positive reviews of the program from slightly different view points and each of them were kind enough to provide a short review below:

Andrew had this to say about his exciting experience:

"I attended the Quad Cities Federation Community Leadership Academy, which ran from September of 2006 through February of 2007. We met roughly every third Tuesday, at a variety of locations throughout the Quad Cities, including Isabel Bloom, Junior Achievement Exchange City, Arrowhead Ranch, the Mississippi Valley Regional Blood Center, Playcrafter's Theatre, John Lewis Coffee Shop, and the East Moline Correctional Center, among others.

The goal of the Community Leadership Academy was to provide participants with information, tools and opportunities to expand our leadership potential while experiencing the QC community in ways not otherwise readily available. As a new-comer, I found the Academy to be a great introduction to the QC area. I also gained valuable knowledge and skills that will enable me to become a better leader, both in my workplace and in my community. One of the main benefits that I take with me from the Academy is a renewed commitment to service. Participants in the Academy took shifts in the Rock Island County Senior Center Home-Delivered Meals program. This activity was both a rewarding experience and a reminder of how much need exists, even here in the QC.

One service-oriented commitment that I've made as a result of the Academy is to serve on a committee of the QC Leadership Alumni Association. This committee will raise funds to support the Quad Cities Leadership Charitable Fund. This fund will be used to enhance the quality of life in the Quad City area by providing financial assistance to programs that help individuals, families, and businesses thrive by providing various services, such as assistance for persons with disabilities, educational programs, workforce development, and many others.

I appreciate the support of the EICCD, which allowed me this opportunity. I look forward to implementing what I learned through the Academy and to continued growth and development here at EICCD."

Janet reported the following:

"I am thankful for the opportunity that Eastern Iowa Community College District has provided for me to complete the Leadership Essentials Course through the Quad City Chamber of Commerce Federation. I attended sessions with other area professionals from October 13th, 2006 - February 9th, 2007. Each session was held at a different location in the Quad City area, where a "leader" from that organization would provide the introduction for the day. The locations included Lee Enterprises, Russell Construction, Thoms Proestler Company, Mid-American Energy Company, Genesis Systems/Robotics, Quad City Area Realtor Association, dphilms, and Alcoa. Topics were introduced and discussed at each session and included: 21st Century Leadership, visions/missions, goal setting, conflict resolution, Bi-State Regional Commission statistics and planning, Economic Development, and the LPI- Leadership Practices Inventory. Each session was facilitated by Susan Zelnio, Illinois Quad City Chamber of Commerce, and Randy Richards, St. Ambrose University.

Another aspect of the experience was meeting with a leadership group and researching a topic that we felt strongly about. My group team involved Jeff Goodmanson from Nestle Purina, Ali Rorah from the Community Foundation of the Great River Bend, Brett Seitz from the Alcoa Employees & Community Credit Union and Bre Thiem from Project NOW Community Action Agency. Our project topic was the Quad City Development Group. We interviewed economic

development directors and also Chamber of Commerce members who were involved with the organization. We also had several meetings with the Quad City Development Group. We researched the effectiveness of the Quad City Development Group and presented information to the Leadership Essentials Class each session. The presentations and research always related to the leadership topics that we learned about each week.

During our research experience, the leadership of the Quad City Development Group had a change, which provided additional impetus for our quest. Our end result was an opportunity to meet many people in the community who had the goal of economic development and to work together for a system that would support the QCA through branding for the communities, yet provide for an opportunity for uniqueness.

I have followed up with one of my new contacts, Steve VanDyke, Economic Development Director for Bettendorf, and invited him to meet with Jerry Wilkerson, department coordinator for the IT Department. We have discussed working together with WIU to provide training for the IT sector in Bettendorf.

Through this experience, the conversations have been started, the connections have been valuable, and many lessons have been learned. I have appreciated this opportunity!"

Unfortunately, Pat has been out of the office ill. However, in the spirit of her dedication to EICCD, she asked me to pull together a memo for her to make sure that she didn't miss this month's deadline! She wishes you all well and hopes to be back on track soon. - Robin