

Chancellor's Memo

Eastern Iowa Community College District

April 15, 2006



Scott Community College Debuts Newspaper!

On Thursday, March 30, the official “unveiling” of the new SCC student newspaper occurred, and I was very happy to join the assembled faculty, staff, and students to learn the name of the new newspaper and to receive the first copy. It has been over twenty years since

SCC has had a student newspaper, and I think everyone who had a chance to participate in the ceremony and read the first issue felt that it was worth the wait.

One of our major enrollment development strategies is to enrich “student life” on our three campuses and other sites. I know that the creation of a student newspaper at SCC is a major step in this direction.

No student newspaper can emerge or thrive without the support and tutelage of college staff. Thanks to the faculty and staff at SCC who have and will continue to nurture this new enterprise. Here's a summary of the event from a person referred to by one as the “whip” behind the project, **Teresa Muller**.

“The first issue of The Great Scott Times was unveiled on Thursday, March 30, 2006 at 3:30 p.m. in the Student Life Center. The reception included congratulatory remarks by Chancellor Pat Keir, President Tom Coley and Dean Teresa Muller. Dean Muller introduced Amy Hoover, The Great Scott Times newspaper club advisor and Amy then introduced the newspaper staff. Tina Bostic, Editor-in-Chief and Dustin Saldivar, News Editor announced the name of the new newspaper to the audience. A framed copy of the front page was unveiled. As copies of the first edition were distributed, the applause grew.”

Refreshments, which included a cake decorated like the newspaper, were then shared with everyone.

Newspaper Editorial Board:

Amy Hoover, Newspaper Club Advisor
Mark Newman
Ann Gray
Teresa Muller
Bill Roba
Dan Baldwin
Tina Bostic
Dustin Saldivar

Newspaper Staff:

Tina Bostic, Editor-in-Chief
Dustin Saldivar, News Editor, Reporter
Beth Gray, Reporter
Joe Mitchell, Sports Editor, Reporter
Julie Smith, Layout Editor, Reporter
Ike Greer, Advertising Manager, Reporter

English Faculty

Ann Gray, Dept. Coordinator
Dan Baldwin
Craig Klein
Dan Morgan
Mark Newman
Sue Trudell
John Turner
Stephanie Whitmer

*SCC has a newspaper because of the dedication of the English Department. We began meeting this fall with the aspirations of starting a paper this spring. The English faculty made it happen. **Amy Hoover**, an adjunct instructor, took charge this spring and we appreciate her dedication to get the first edition out. **Molly Jungk** and **Amy** made the arrangement for the reception.”*



**Visit to Promise Jobs
Workplace Essentials
Course**

One of the major elements of the community college mission is to provide a second chance to adults to prepare themselves to take advantage of new opportunities for stable employment and richer lives. By providing people that initial extra lift up into opportunity is something at EICCD does very well. That fact was reinforced for me when on Tuesday, March 21, 2006 I went over to the tenth floor of the Kahl Building to visit a Promise Jobs Program class, ably taught by **Dave Logan**, PROMISE JOBS EMPLOYMENT & TRAINING COUNSELOR.

Cathy Wiebel, who heads up our Iowa@Work Programs, provided me with a description of this exceptional program.

“The Workplace Essentials curriculum goal is to prepare individuals for training and work through increased understanding, learning, and practice of soft skills that are essential in the work environment. It is a one week, thirty hour course that is usually recommended for all participants who are not working, are not in school, and have no other significant barriers to PROMISE JOBS participation. The new Workplace Essentials curriculum is designed for both male and female participants to learn together in one classroom.”

Although this is only the pilot program for Workplace Essentials, the initial reviews from both students and facilitators alike has been fantastic. The participants are glad to have made friends (networked) during the week, learned about ‘soft skills,’ and gained confidence that they can ‘really’ make strides towards getting back into the workplace.”

I really enjoyed visiting this class and getting to know the students in it. I also picked up a few pointers about controlling emotions in the workplace which should stand me in good stead in these stressful times!

Environmentally-Friendly Activities



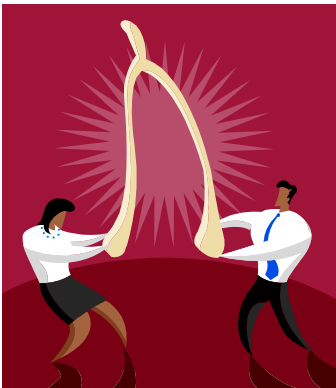
I was very excited to hear from **Ellen Kabat-Lensch** that the district has just received a substantial grant to develop and offer training for community college faculty on the topic of renewable energies. I asked Ellen to provide a brief description of the grant:

EICCD has been awarded a \$459,743.00 grant from the National Science Foundation to provide professional development opportunities for community college faculty. The project, entitled *Sustainable Energy Education and Training Workshops for Future Energy Technicians*, will run from October 2006 through September 2008. Partners in the grant are the National Renewable Energy Laboratory (NREL), the University of Northern Iowa and the Partnership for

Environmental Technology Education (PETE). The grant will fund two intensive workshops each summer in renewable energies. In a related grant success, SCC and River Action, Inc. have just received a \$25,000 grant from the Iowa Department of Natural Resources to create a bioswale – a way to naturally filter water – and design a green roof at the former Eagles building. These projects will greatly reduce runoff of stormwater and contaminants. These “green practices” and others will be taught and promoted through River Action and SCC’s environmental education program.

Congratulations to all who worked on these grant proposals!

Cabinet Prioritizes District-wide New Position Wish-List



Since the Cabinet just completed this work, I thought I’d share with you a description of the process we used to compile a list of critical new positions that we will try to fund if our next year’s budget allows. (A bit of reality therapy . . . we most likely won’t get very far down the list.)

First, each college and department was asked to create its own prioritized list of needed positions, a list that the college or department can refer to when funding or retirements open up site or department position funding opportunities. (Many staffing decisions are left to the colleges, particularly in the faculty realm.)

Then, each Cabinet member brought to Cabinet the top items in their site’s or department’s prioritized list, along with a rationale for inclusion in the district-wide “wish list.”

After each Cabinet member made the case for positions on his/her list, the entire group ranked the positions in terms of their overall potential to contribute to **district-wide pressing goals and objectives** (see Strategic Plan, Enrollment Development Plan, and AQIP and Continuous Quality Improvement Opportunities for Improvement, among others.)

Here is the “wish list” for District-wide new positions ranked at Cabinet:

1. Assistant Director for Internet Services
2. Vocational/Tech Program/Non Credit Recruitment Specialist
3. Continuing Ed New Program Developer/Distance Learning Course Developer (non-credit)

4. District Coordinator for the Teacher Prep Program
5. District Director of Distance Learning
6. Manager of Datatel
7. Full time Business/Industry Staff in Maquoketa/DeWitt/Jackson County
8. Grant Writer
9. District Curriculum Manager
10. Microcomputer Support Specialist
11. HR Assistant for Professional Development; SCC Dean of Arts and Sciences; West Liberty/Columbus Center Coordinator; Diversity/Community Outreach Coordinator (tied)

The following positions (in no particular order) were suggested but did not receive any votes at this time: Out of District Recruiter; Marketing Specialist; Lab Assistant in Student Success Center; Geography/History Instructor; Music Instructor; Vet Tech Instructor; Environmental Science/Conservation Instructor; Floating Student Service Staff; Historic Preservation Technology Instructor; Associate Dean of Academic Affairs; Industrial/Bioprocess Control Technology Instructor

What's next?

First, if we see that at the end of this budget year that we have district funds available to fund *any* new positions, we will work our way as far down the list as we can afford. (Remember that these positions are ongoing positions so we need to be able to afford them into the future. And, if our budget is tight, we may not fund any of the positions.)

Additionally, when a vacancy occurs over the year to come, we can weigh its importance against those on this list when making a decision to maintain a position or move the funding to an item on the wish list.

Second, each year we will revise the list, folding in new district-wide positions considered critical and dropping off positions or functions that have been filled in other ways or are no longer deemed as important as they once were. We will maintain the stricture that only sites who have already prioritized their own staffing needs first can submit possible positions for the district-wide discussion.

If you have any questions, concerns, or suggestions about this approach to creating a prioritized staffing wish list for the district, please talk to your Cabinet member or use the link below to communicate with me directly.

[Questions or Suggestion about District Wide New Position Wish List?](#)



District Holds Second Continuous Quality Improvement Workshop

As Chancellor, one of my most rewarding duties is to be present at both ends of the

week-long Continuous Quality Improvement New Employee Training Sessions, and I really enjoyed greeting and then congratulating the group of trainees who participated in the March 20-23 Training session. Instructed by **George Varchola** and **Bob Allbee**, the workshop provided an introduction to quality principles and continuous improvement techniques which can be applied in the workplace throughout the district. Here is a list of those who participated in the most recent session:

Instructors:

George Varchola
Bob Allbee

Blong Technology Center

Pat Thornburg, Learning Center Mentor

Clinton Community College

Amy Dykstra, Secretary I
Amy Hartig, Lab Assistant I
Marcia Larson, Senior Secretary
Susan Sacco, Academic Advisor/ADA Liaison

District Office

Ruthann Castro, Senior Secretary
Julinda Vens, Data Entry/Records Clerk

Kahl Educational Center

Roma Egger, Secretary I
Clara Littig, Kahl Educational Center Supervisor

Muscatine Community College

Jo Miller, Switchboard/Typist

Scott Community College

Sharon Bonis, Senior Secretary
Thomas Coley, Vice Chancellor for Technology and Communication Systems/President of SCC
Donna Curry, Health Information Technology Instructor
Quinn Kretchman, Admissions Officer
Catherine Langdon, TRIO Director

Linda Plummer, Academic Advisor
Arnold Thode, Evening College Assistant

From what I heard, this was a very bright group who also had an exceptionally good time!



Honey Bedell Honored as a Quad-Cities Area Leader Under Forty

How exciting to learn that Honey was selected to receive this regional honor, having been nominated by the district, with strong supporting letters from **John Blong** (former Chancellor of EICCD) and **John Kiley** (Executive Director of the United Way.) Here is a quotation from the Quad-City Times describing the award.

“Those receiving the honor live and work in the Quad City area. They maintain a variety of professional positions and take on various roles to make a difference in our communities. The recipients were selected from more than 80 nominations.”

A number of us will be attending the community ceremony to honor the under-40 leaders on May 4 at the Stoney Creek Inn in Moline. I’m sure I’ll get a good picture to share with you in my next memo.

MCC Phi Theta Kappa Induction Ceremony Features MCC Faculty Member/Iowa State Representative Jeff Kaufmann



On Friday evening, March 31, I drove through howling winds to Muscatine Community College to attend their Spring Induction for Phi Theta Kappa. As usual, the event was inspiring and well-planned. Unusually, the guest speaker, a member of the Iowa House of Representatives, was one of our own faculty, **Jeff Kaufmann**. Jeff’s speech

contained indispensable advice to the students being honored – not only on how to succeed academically, but to make a difference in the world. Also attending was the Iowa Regional Vice President, **Lawanda Losey**. Thanks to **Kathy Metcalf** and **Ann Mayes** (Chapter Advisors) , **Megan Steahr** (Chapter Vice President), **Jeff Kaufmann**, **Lawanda Losey**, and **Colleen Hansen**. (Chapter President)

I've also included a picture of me standing with three of the district's six All Iowa Academic Team members honored on March 15 at a ceremony in Des Moines, Iowa. (Picture taken by Dan Ivis, DMACC Media Liaison.) These students did our district and our three colleges very proud. Pictured are me, **Mark Atherton** (SCC), **Robert Kaufman** (MCC), **Nathan Kooi** (CCC) and **Phillip Howes** (CCC). **Kathleen Gallagher-Quilty** (SCC) and **Nika Aswegan** (MCC) were unable to attend the ceremony.

How are we doing?



Continuous Improvement is a keystone of all we do at EICCD, and asking our employees how we can do better is a key strategy we engage in. Please take a few minutes to fill out our Employee Internal Climate Survey – it is available to you online or, if you'd prefer, by hard copy. Here is **Laurie Hanson's** invitation to you to make your voice heard. By the way, all responses, online or on paper, are anonymous and will remain confidential.

“As EICCD employees, you have the closest understanding of its current practices and processes. In its quality journey, EICCD periodically reviews its work practices to assess whether our processes support organizational learning and purposeful change. We do this review through an employee perceptions survey called the Internal Climate Survey. We are asking for your input through this survey in the next few weeks.”

*Unlike earlier years, the survey can now be completed online. You can access it at <http://web.eicc.edu/forms/survey.cfm>. As you answer the questions, please think district-wide first, and then about how district direction and leadership is carried out at your workplace. We ask that you complete the survey **by Monday, April 24.***

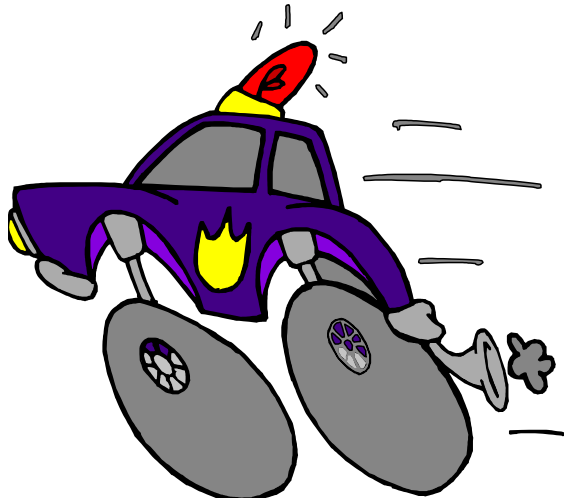
If you would rather print out the survey and fill it out with a pen, you certainly may. Please return the hard copy survey to Institutional Research at the District Office through an intercampus envelope, if you chose to complete it that way.

It is very important that the leadership at EICCD identify both its areas of strength and areas where improvement efforts can be focused. Your input will help with that immensely. Thank you!"

EICCD TO FAST-TRACK DEVELOPMENT of ONLINE/HYBRID COURSES

In response to a request for those interested in working together to strengthen and fast-track our district's online and hybrid course offerings and student services, a number of faculty and staff from throughout the district converged for a short workshop, brainstorming session, and send-off at the Kahl Education Center on

Wednesday, April 12, 2006. The goal of the meeting was to build consensus for the district to place a major focus on systematizing, organizing, expanding, and refining our online and hybrid presence in the highly competitive world in which we function.. Here is a summary of the preparatory points I made, prior to a more specific vision of where I feel we could all go in online education.



Project Goal: To fast track the combination of existing and new elements to create and market a full “online college” – which will include our hybrid courses -- for EICCD.

Note: This is just a beginning, sort of a concept paper on what would be entailed in fast-tracking and organizing EICCD’s ONLINE/HYBRID DEVELOPMENT

Note: We already have a lot of the pieces of this work done, particularly the online offerings we both originate and teach as part of the Iowa Community College Online Consortium, the ACT Programs, and Education to Go and others available through Continuing Education.

Note: We need to do more, however. We need to pull together our online and hybrid offerings into a central web-based location with common look and feel and ease of access/registration, etc., and provide support from that web location for online/hybrid students. We need to use our website

to *market* our online offerings since many students seeking online offerings only search online. And we need to develop more online and hybrid courses.

Note: If we build this infrastructure, we should also be able to use it to develop online segments of our now being beefed-up and systematized internal Professional Development offerings, including both purely online content and our own “hybrids.”

If you would like to read the entire document, and I hope you will consider it, please click on this link to access it out on our website.

Here is a list of the participants in this meeting:

Robin Blount, Rassoul Dastmozd, Tom Coley, Cindy Bottrell, Gary Mohr, Nancy Kothenbeutel, Kris Barkdoll, Teresa Muller, Vic McAvoy, Laurie Hanson, Heidi Hilbert, Ellen Kabat Lensch, Ron Serpliss, Karen Vickers, Jeff Armstrong, Honey Bedell, Lisa Brown, Pam Bass, Tim Hunter, Peg Garrison, Curt Putman, Mark Kapfer, Gail Spies, George Varchola, Cathy Wiebel, Chris Legal, Steve Holland, Nancy Luikart, Jane Campagna, Eileen Shull, Dan Baldwin, Gary Olson, Julie Bremer, and Pat Keir

We had a wonderful discussion about the best way to combine the expertise and work of the many departments and constituencies who we need to assist in fast-tracking our online efforts, with excellent ideas put forward from everyone in the room. Please take a minute to chat with one of the participants if you want more detail about what happened at the meeting.

What's next?

I have asked **Ellen Kabat-Lensch**, Executive Director of Resource Development and Innovation, and the Team Leader for the IDEA (fast tracking the development of new programs and services) Chancellor's Initiative, to take the lead in moving this overall and very complex project forward. She will draw on the expertise of several ATEEC staff with concrete, creative experience in online programming to assist in the endeavor, and will also form a core project management leadership team drawn from instruction, technology, student services, web design/management, futuristic thinking, and marketing, among others, to move this highly interdependent and integrated effort forward.

I will leave it to Ellen and her new (forming) team to further describe the processes they will use to spearhead and move forward this exciting initiative. I know that she would be delighted to have your input and ideas at any time, as would I. I want to thank everyone who attended the meeting for their enthusiasm and support for our district's future.

In Memoriam



I have communicated with everyone in the district through e-mail that our beloved trustee John Fagerland passed away last Monday, April 10, 2006. John served as a trustee and in recent years Vice President of the EICCD Board, for over eighteen years and his contributions to our district and, most important, our students, cannot be measured. John's generosity of spirit and his wonderful, kindly personality made any meeting he attended a pleasurable experience, and his business acumen was extremely valuable in safeguarding our district's bottom line.

We will all sorely miss John Fagerland as a trustee, person, and friend. He leaves behind a wonderful legacy of service to students and community that we can all remember and admire.



And, in response to popular demand . . .

..

I hope that all of you have a wonderful holiday and find time to spend with family and to enjoy the wonderful bursting forth of spring we are experiencing. I have pulled out my bike and have already had a few test rides . . . resulting the expected soreness and overwhelming need to sit down on the couch for the rest of the evening. I know all of you will feel compelled to do a lot of exercising and yard work over the weekend. Enjoy your friends and family as much as I will enjoy my darling granddaughter!

Pat