



Dallas County Community College District

Office of the Chancellor

TO: DCCCD Board Members

FROM: Dr. Wright L. Lassiter, Jr.

DATE: September 25, 2009

RE: Weekend Memo #161

CAN YOU DO THE MATH?

I have read in several sources that the best leaders are adders and multipliers through their actions and decisions. They give of themselves and enhance the lives of others by practicing the elements of servant leadership. When the lives of leaders are evaluated, it is often suggested that the starting point is to determine what kind of leader they were. It is observed that when leaders who are subtractors do not change their ways, it is only a matter of time before their impact on others goes from subtraction to division. The best leaders are adders and multipliers through their actions and decisions; they give of themselves and enhance the lives of others.

Whenever a high-profile leader passes off the scene, people immediately attempt to summarize that person's tenure, or life, in a sentence. Often, critics and commentators get caught up looking at the style of the leader, or which political or philosophical camp they represented. My inclination is to look at leaders purely in terms of leadership. The bottom line for me is what influence they had and whether they used it to make a positive impact.

The interaction between every leader and follower is a relationship. All relationships either add to or subtract from a person's life. If you are a leader, then you are having either a positive or a negative impact on the people you lead. One could ask, how can you tell what kind of impact you are making, or have made? Ask yourself these questions: Are you making things better for the people who follow you? Are you adding value to their lives? Or, are you taking from them and giving less in return?

Depending on the impact they make, John C. Maxwell believes there are really only four types of leaders - Adders, Subtractors, Dividers, and Multipliers. Consider

these points about each type.

Good leaders make a contribution to others. They add value by working to make things better for the people who follow them. Albert Einstein asserted: "Only a life lived in the service of others is worth living." Good leadership is characterized by service. People who add value to others do so intentionally. In order to add value the leader must give of himself, and that rarely occurs by accident.

Some leaders subtract from others and we tolerate them. In William Shakespeare's Julius Caesar, Cassius asserts: "A friend should bear his friends infirmities, but Brutus makes mine greater than they are."

That is what those who subtract do. They make things more difficult for those who follow them. Not only do they not bear the burdens of others, they make the burdens they carry even heavier. The sad thing about subtractors is that their effect on others is usually unintentional. They don't know how to add value to others. They are not even aware that adding value should be their goal. They think that making life tough for people is simply the cost of getting the job done. And they often don't recognize the negative impact they have on others.

When leaders who subtract don't change their ways, it's only a matter of time before their impact on others goes from subtraction to division. I believe this is the worst kind of leader.

Where those who subtract fail to help their people, those who divide go a step further. They intentionally make things more difficult for them. They hoard power and protect their position and, as a result, they do whatever it takes to keep them on top. They are like the company president who sent his personnel director a memo saying, "Search the organization for an alert, aggressive young man who could step into my shoes and when you find him, fire him."

Dividers seek to make themselves look or feel better by making others feel worse. They damage relationships, fracture teams and organizations, and create poor havoc in the lives of people.

Great leaders don't just make the workplace better. They don't just make the team a winner. They make the people better. True, they help them to succeed, but they do much more than that. They help people to make the most of their talent and to reach their potential. And, they raise up other leaders by giving of themselves, by training and mentoring, and by giving people responsibilities and opportunities to rise up in the organization. Sometimes that even means stepping aside so that a better leader that they have developed can pass them by!

Anytime you want to measure the contribution of a living or past leader, use the math of leaders to do it. More important, you are a leader; use it to measure your own contribution. Here's the good news. Anyone who wants to can become an adder. It takes only a desire to lift people up, basic leadership skills, and the intentionality to follow through.

I encourage all current and potential leaders to remember that you can take your leadership to a higher level by striving to be a multiplier. To do that, one must be strategic, skilled, and highly intentional. It does not happen by accident. But if you do add value to others, you will not have to worry about how others will characterize you when your time as a leader is over.

Remember -- "the largest room in any house is the room for improvement."

El Centro College

The TRiO Student Support Services program hosted a credit and money management workshop on Tuesday, September 15th. Victor Garza from Consumer Credit Counseling Services presented "*Money Matters: A Financial Wellness Guide for Today's Consumer.*" Students and staff were taught how to properly budget, the importance of maintaining a positive credit history, and the difference between "good debt" and "bad debt." Workbooks were provided to those in attendance. The TRiO staff members include: Karen Stills, TRiO director, Bernadette Martinez, Antoinette Vicks, Fred Osei Frimpong and Diana Parr.

Students celebrated the 222nd birthday of the U.S. Constitution at El Centro College's annual *Constitution Day* event on September 17th. The program focused on the theme "*Justice for All.*" Students were introduced to the idea of constitution protection for people accused of crimes. Students were provided with their own U.S. Constitution book and fascinating facts about our Constitution in both English and Spanish. The Constitution Day committee members include: Gay Michele, Carla Boyer, Jim Handy, Larry Pool, Shanee' Holmes-Moore and the Office of Student Life.

Steve Carter, a member of the training team at the Bill J. Priest Campus (BJP), has been asked to write a column as the Dallas Disability Examiner. Steve has been overseeing the "Next Step" and "Moving On" programs at the BJP campus for several years. These programs are designed for individuals with mental retardation and other severe learning disabilities. To read one of his articles, visit <http://www.examiner.com/examiner/x-21533-Dallas-Disability-Examiner~y2009m9d14-Special-college-programs-for-the-learning-and-developmentally-disabled>. (See article attached.)

At the 2009 Champions of Literacy Luncheon Dr. Wright Lassiter, chancellor, was honored as one of the champions. Deborah Crombie, keynote speaker, stated: "I am so delighted that Dr. Lassiter received this award." Crombie, a Texas native and writer of numerous crime novels set in England, said that because of her dyslexia, she could not manage her first semester university courses, but at El Centro College she received the individual attention, encouragement and excellent instruction that helped her become a straight 4.0 student who later received her B.A. degree. *Dreaming of the Bones* was a

New York Times Book of the Year, and was chosen by the independent book sellers of America as one of the 100 best crime novels of the century.

North Lake College

Our community – In celebration of the International Day of Peace, Dr. Herlinda Glasscock, North Lake College president, and the Honorable Herbert Gears, Mayor of the City of Irving, participated in the “Pinwheels for Peace” ceremony on the college’s central campus. The college’s Phi Theta Kappa chapter led the event. Pinwheels from the south campus and created by the Irving ISD students were used during the ceremony. Dr. Yolanda Romero is the faculty advisory for Phi Theta Kappa chapter, Alpha Zeta Eta.

Our staff – North Lake College faculty and staff, in collaboration with the LeCroy Center for Education Technology, were trained on how to use the new Blackboard 9. A record attendance of 127 staff members attended the training, performed by Pat Lawton, software systems trainer, and Susan Long, trainer, both of the LeCroy Center. The college staff appreciates all of the hard work that went into making the training a huge success.

Our community – The Visual and Performing Arts Department at North Lake College hosted an artist reception for Oklahoma resident Christen Humphries on September 23rd. Humphries’ show, “Interlude,” is on exhibit in the college gallery until October 13th. Humphries is a recent Masters of Fine Arts graduate from Texas Woman’s University. Her paintings are quiet portraits of nature, contemplative and serene. Music at the reception was provided by a quartet from the Irving Symphony Orchestra.

Our students and staff – Kirk England, State House Representative, spoke to the North Lake College community as part of the Government Leadership Seminar series. England explained what it means to be a Republican, Democrat and an Independent in the State of Texas. He also encouraged students to get involved and participate in the political system, focusing on the importance of voting in local and state elections. Dr. Gabriel Bach, government faculty hosted the seminar.

District Service Center

On September 10th, the District Service Center (DSC) held its 2009 Fall Convocation. Ed DesPlas, executive vice chancellor of business affairs, spoke on “Reflecting on Connecting” and the role of the DSC in connecting with the work of the colleges. Dr. Lassiter emphasized in his remarks the importance of quality communication as we all work together in support of our students and community. Twenty-one new employees, who began working there since fall 2008, were welcomed to the DSC family. Many thanks to the DSC Recognition Committee for their work: Maria Smith, David Tyler, Joe Olivares, Elsa Hernandez, Sharilyn Cohen, Cossette Griffith, Julie Winn, Jean Hill, Kristal Lindsey, Kate Kelley, and Linda Gomez.

Cedar Valley College

Student Success – This past Wednesday, students and staff were mesmerized by the sounds of the music faculty at Cedar Valley College. The classical works of DeBussy, Rachmaninov and Brahms were just a few of the pieces featured on harp, piano and guitar. Next week, guest artists featured will be the Commercial Music Faculty. The Wednesday Jazz Series occurs each week beginning at 12:45 p.m. and is held in the performance hall.

Employee Success – Brian Earle, Cedar Valley College faculty member, will receive a journal award for an article published in the *Journal of Geography*, entitled “Teaching Disaster Preparedness in Geographic Education.” Here is a brief overview from the article: Extreme natural and human-made disasters can affect the lives of thousands of citizens. The only way we can prepare ourselves for such situations is to learn and establish basic survival strategies within our families and communities. This article explores how K-12 teachers could help educating children about disaster preparedness by utilizing existing educational standards and web portals for disaster education. A set of exemplary lesson plans for elementary schools, middle schools, and high schools, based on the National Geography Standards, describe how disaster preparedness could be integrated in lesson planning.

The Office of Marketing and Public Relations at Cedar Valley College received notification this week that they have been awarded a National Council for Marketing and Public Relations (NCMPR) Medallion Award. The college will be recognized at the awards dinner October 20th, during the *NCMPR District IV Conference* in San Antonio, Texas. NCMPR is the only organization in the country that represents marketing and public relations professionals at community and technical colleges.

Eastfield College

Pat Mirtz, Eastfield College admissions staff, has been awarded a blue ribbon in the crocheted needlework category at the State Fair of Texas. She created a brown and blue-striped tote bag made completely of recycled shopping bags. Look for it on display in the Crafts and Food Building.

The National Science Foundation (NSF) is launching a new web site in September 2009. Eastfield College’s NSF grant is one of very few to be featured in this new dissemination endeavor. The college’s Project Pathways was selected because of the successful recruitment and retention of underrepresented students seeking Science, Technology, Engineering, and Mathematics (STEM) degrees. The website will feature the college’s undergraduate research institutes including STARS which was recorded at UT Southwestern Medical Center and the Big Thicket Summer Research Institute filmed in the Big Thicket National Preserve. The video was produced by David Yonley, videographer at the college, and has been presented at major conferences including the George Wright Society and the League of Innovation. A re-mastered promotional video will be accessible on the new web page for National and International distribution. Project Pathways is in its 5th year of programming and has been recognized nationally for the student diversity and success of its activities.

Gallery 219 at Eastfield College presents “This Would Be a Big To-do in Georgia,” works by Jim Burton and David Willburn, September 9th-October 9th. An artist reception was held on September 17th. Household furnishings have inherent meaning. Chairs, tables, lamps, and the various collectibles one may choose for interior decoration are often used to announce taste, style, and sensibility, and often at the peril of economy and functionality. Used objects--thrift store bargains, roadside detritus, and garage sale finds--possess a different kind of meaning, one that is often forgotten. This is Willburn and Burton’s second exhibition together and their first collaboration.

The Eastfield College library presents “Literary East Texas: An Exhibit of Photographs Honoring 25 East Texas Writers,” a Humanities Texas exhibit, September 10th-October 8th. New to the college, this exhibit features 25 chosen of more than 200 well-known East Texas writers. The photographs bring to life the places and events mentioned in the fiction of these authors. The exhibit illustrates specific passages and visual documentation to identify locations. The breadth of the exhibit encompasses the entire eastern half of Texas from the Red River through the Piney Woods to the Gulf Coast. Writers include J. Mason Brewer, considered America’s foremost Black Folklorist; Siddie Joe

Johnson, former director of the children's department of the Dallas Public Library and author of well known children's stories such as Debbie, New Town in Texas, and Cat Hotel; William Goyen whose extraordinary literary career included novels, short stories, plays, and non-fiction. The project was made possible in part with a grant from Humanities Texas, the state affiliate of the National Endowment for the Humanities and the college Student Life Resources.

Richland College

Sustainable Community Building – “Healthy environment” – Richland College was recently selected as the first place award winner of the “Radical Recycling” on campus category in the 2009 North Texas Corporate Recycling Association's Gr3een Awards. The college was honored for its history of sustainable community building and plans for a three-pronged effort to reduce its institutional “carbon footprint” (greenhouse gas emissions) which include: 1) to produce a Carbon Action Plan (CAP) and supporting Energy Plan; 2) to dialogue with employees through a survey and discussion forums; and 3) to expand student involvement using social marketing techniques to increase student use of ride sharing and public transit.

Student Success – The Richland College Office of Student Life held a “Fall Club Fair” on September 22nd. Representatives from 37 officially registered student clubs and organizations shared membership information, club missions, and service learning options with interested students. Educational research shows that students who get involved in campus life through membership in campus-sponsored clubs/organizations and meaningful involvement in extracurricular activities tend to succeed better in their studies and gain a competitive edge in obtaining academic scholarships and employment following graduation.

Employee Success – Congratulations to Michael Brantley, Richland Garland Campus facilities services operations supervisor, on his recent graduation from the Association of Physical Plant Administrators (APPA) Institute of Facilities Management (IFM). This APPA professional certification is a result of Michael's completion of the four-year IFM program curriculum.

Institutional Effectiveness – Richland College's leadership recently finalized the college's 2009-10 Core Competencies, Strategic Challenges, and Strategic Advantages. Core Competencies are the college's strategically important areas of greatest expertise. Strategic Challenges are those pressures, usually external, that influence its future success, and Strategic Advantages are benefits that exert decisive influence on the college's likelihood of future success. The 2009-10 Core Competencies link is <http://www.richlandcollege.edu/effectiveness/coreCompentencies0910.pdf>. The 2009-10 Strategic Challenges and Advantages link is: http://www.richlandcollege.edu/effectiveness/strat_doc/StrategicChanANDAdvan0910.pdf (See information attached.)

DCCCD Campus High Schools

Oscar Amaya and Cynthia Ruiz, **Richland Collegiate High School (RCHS)** seniors, recently represented RCHS/Richland at the *Annual Society in Advancing Hispanics/Chicanos and Native Americans in Science (SACNAS) Conference* in Dallas. SACNAS is a society of scientists dedicated to fostering the success of Hispanic/Chicano and Native American scientists - from college students to professionals - to attain advanced degrees, careers, and positions of leadership. The three-day event provided Cynthia and Oscar the opportunity to learn, meet, and network with various professionals and college admissions representatives.

Parents and students from all grade levels of the **Early College High School at Brookhaven College (ECHS)** participated in the first of four parent nights scheduled for this semester. Rosie Oliveira, ECHS principal, was joined by Pam Geisinger-Sandy, counselor, and Marilyn K. Lynch, ECHS faculty and liaison and associate vice president for career resources and program development, for presentations regarding TAKS recognition, this year's goals, schedules and planned activities. Eddie Hernandez-Ortiz and Faustino Rodriguez, ECHS seniors, gave testimonials about what ECHS has meant to them and why all students involved with ECHS should maximize their opportunities while in the program.

More than 70 seniors of the **Early College High School at Mountain View College** attended a Dallas Independent School District "College Fair" at the Dallas Convention Center on September 23rd. More than 100 colleges and universities were represented at the event, where students received information and advice about how to best achieve their higher education objectives.

Brookhaven College

The Emergency Medical Services/Paramedic Program at Brookhaven College is piloting a new course to cross-train health care professionals for critical care. The new course, one of only three such bridge programs offered in Texas, can give current nurses, respiratory therapists and physician assistants the training they need to meet state requirements to work in medical transport units. Cross-training current nursing staff allows medical centers to meet this need and to have more flexible and better-trained medical professionals. David Dunafan, NREMT-P, new professor of emergency medical services and paramedicine, worked with area medical agencies to identify and create this bridge course. The first class, scheduled to start in October, will pioneer allied health cross-training at the college, and the Health and Human Services Division is working on plans to develop a bridge program for paramedics who want to complete the nursing program as well.

This year, 15 students from the Student Leadership Institute (SLI) at Brookhaven College attended the *2009 Crain Leadership Institute* at SMU. Each year the SLI funds the program for students who are interested in this outstanding leadership opportunity. Feedback from students has been great, according to Joy Arndt, director of student life, who organizes more than a dozen leadership events throughout the year for students. Two students who attended also are leaders in various campus organizations and said that they were most interested in being able to listen and communicate better within their student organizations to be more effective leaders in the future.

The college offers congratulations to the newly-elected officials of the Brookhaven Student Government Association (BSGA). Each year, Yasaman Contractor, assistant director of student life, encourages students to consider becoming candidates, campaign and vote for student government candidates. This year's BSGA leaders are Ben Nystrom and Graham Sevier-Schultz, senior executive officers; Nyasha Sakupwanya, president; Bianca Teniente, vice president; Serafin Guzman, treasurer; and Maritza Lomeli, secretary.

Mountain View College

An Emotional Intelligence workshop was held at Mountain View College on September 21st. The workshop was facilitated by Denys Blell, executive vice chancellor for human and organizational development. The workshop focused on achieving personal and professional success by honing our capacity for understanding, mastering and expressing our emotions, and for perceiving and responding to the emotions of others. The workshop is designed to provide participants the opportunity to learn basic disciplines of emotional intelligence while earning professional development credits.

Students gathered in the west hallway on September 18th for “Club and Student Organization Recruitment Day” at Mountain View College. Sponsored by the Office of Student Life, the event also featured public debates among Student Government Association candidates. Voting occurred on campus for these positions through Thursday, September 24th.

The Teacher Preparation Program at Mountain View College hosted a workshop for approximately 20 student-teachers from the Dallas Independent School District on September 24th. The workshop instructed teachers on how to set up centers in their elementary classrooms. The discussion was facilitated by Rosalyn Walker, instructional specialist, and Rosa Hernandez, child development in early childhood adjunct instructor.

Faculty members and administrators associated with the Mountain View College Aviation Department attended a North Central Texas Council of Governments “Aviation Education Initiative Stakeholders” event in Dallas on September 19th. The North Texas Aviation Initiative provides the foundation for a network of higher aviation education programs in north central Texas and is designed to enrich the workforce in aviation-related industries throughout the region. Those in attendance included John Payne, Richard Parra and Carol Bitner, aviation instructors, as well as Heather Marsh, dean of resource development.

LeCroy Center

Pam Quinn, Jim Picquet and Bob Crook met with representatives from Lone Star Colleges last Thursday in Austin to discuss dual credit courses. On Friday, they attended the Texas Association of Community Colleges (TACC) eLearning Advisory Committee meeting to discuss several issues for the state for the Virtual College of Texas (VCT). The VCT voted to provide \$200,000 in funding toward the development of an online biology master course for the state. This is the first time the state community colleges have decided to develop a master course of any kind. The LeCroy Center was selected for its long experience in developing quality courses that can be scaled up for use by multiple faculty. Production will begin in the spring.

Alishia Nelson and Robin Bartoletti traveled to Hot Springs, Arkansas this week for the *Annual Arkansas Distance Learning Association conference*. As a silver-level sponsor, Dallas TeleLearning showcased the Digital Resource Repository and LeCroy Center produced courseware. The attendees were treated to an interactive presentation on the many resources of the faculty access to supportive technology team, which included information about the Video Repository project.

Congratulations to Robin Bartoletti, who has successfully completed the Quality Matters “Train-The-Trainer” workshop conducted online from August 20th-September 18th. Bartoletti is now eligible to facilitate a face-to-face session of the “Applying The QM Rubric” workshop as an independent or statewide trainer. The training required significant effort during the month-long workshop which covers the QM rubric and understanding the 17-essential standards process. She will receive a formal certificate of completion to display her recent honor. You can read more about Quality Matters at: <http://www.qualitymatters.org>. (See information attached.)

The LeCroy Center hosted the district’s 2nd Annual Universal Design and Accessibility “Making Every Class Accessible for Every Student” forum on Thursday, September 24th. More than 60 people from around the district and across the metroplex attended the all-day conference. Attendees sampled websites and online course design, specifically for students and faculty with disabilities. Technology-based programs like Dragon Naturally Speaking, JAWS, Assistive Switches, and EyeGaze Systems were

also demonstrated. A feature for the program was a panel discussion on accommodating returning veterans as they return to college. A recent RAND Corporation study titled “Invisible Wounds: Mental Health and Cognitive Care Needs of America’s Returning Veterans” found that an estimated 1 out of 5 of all service members and veterans returning to the United States (18.5%) suffer from Post-Traumatic Stress Disorder or some form of major depression. The panel addressed how the DCCCD will assist these service people as they plan to attend our colleges in the future.