



Dallas County Community College District

Office of the Chancellor

TO: DCCCD Board Members

FROM: Dr. Wright L. Lassiter, Jr.

DATE: May 22, 2009

RE: Weekend Memo #144

VISION

During periods of intense challenge, as is the case in our nation, wise and forward-thinking organizations (and their leaders) take the time to return to the organizational vision and mission. It may be helpful to share some thoughts on vision with my colleagues in this organization.

In his book The 21 Indispensable Qualities of a Leader, John C. Maxwell expressed these views regarding vision.

"Vision is everything for a leader. It is utterly indispensable. Why? Because vision leads the leader. It paints the targets, sparks and fuels the fire within, and draws them forward. And, it is also the fire-lighter for others who follow those leaders. Show me a leader without vision and I'll show you someone who isn't going anywhere. At best, they're traveling in circles.

To get a handle on vision and how it comes to be part of a good leader, understand these things:

- 1. Vision starts within.*
- 2. Vision draws on your history.*
- 3. Vision meets other needs.*
- 4. Vision helps you gather resources.*

One of the most valuable benefits of vision is that it acts like a magnet – attracting, challenging, and uniting people. The greater the vision, the more winners it has the potential to attract. The more challenging the vision, the harder the participants fight to achieve it."

In his book Visionary Leadership, Burt Nanus defines a vision as "A realistic, credible, attractive future for your organization. It is your articulation of a destination toward

which your organization should aim, a future that is better, more successful, or more desirable for your organization than is the present.” Nanus contends that the right vision “is an idea so energizing that it in effect jump-starts the future by calling forth the skills, talents, and resources to make it happen.”

Leaders need to be sure that their vision is always consistent. And when cross-currents threaten to sweep the vision into another channel, they must work to keep it heading in the right direction. They can't allow self-serving interests – their own or someone else's – to distort their vision of the future.

Leaders who seek to effectively communicate vision know what their hearers will listen to. The more simple and concrete the vision, the better the vision will be apprehended and internalized.

Effective leaders know that in communicating the vision it must be simple and direct. Fannie Lou Hamer, the Mississippi Civil Rights activist, was a 20th century speaker who communicated a vision through the power of simplicity. Eleanor Holmes Norton, who remembers hearing all of the Civil Rights orators, maintained that Fannie Lou Hamer may have had no equal, saves only Dr. King. What captured Norton's respect was her capacity to put together a mosaic of coherent thought about freedom and justice, so that when it was all through, you knew what you had heard because it held together with wonderful cohesion. “You never heard a room flying like the one that Fannie Lou Hamer set afire. Her speeches had theme. They had lessons. They had principles. She had put her finger on something truly important that all of us had felt, but she had ‘said it.’ “

You can read about Fannie Lou Hamer in a book by Kay Mills, [This Little Light of Mine](#).

More to come on vision as we move into the last quarter of this fiscal year and continue planning for 2009-2010.

El Centro College

A highly successful federal government contracting day was held on May 1st at Bill J. Priest Institute. Some seventy five business owners and others attended the conference. The presenter was Ms. Brenda Campbell, former Lieutenant Colonel and federal contracting officer, from Largo, MD. She presented a thorough overview of the federal contracting system, and provided a wealth of timely advice on getting involved in this lucrative market. The event was sponsored by the Center for Government Contracting Small Business Development Center.

On April 14th, the *Employer Compliance Assistance Forum: Understanding DOL Rules and Regulations* workshop was held at the Bill J. Priest Institute of El Centro College. The half-day event was attended by a broad spectrum of people representing small businesses (consultants, placement agencies, human resources, business owners) from the Dallas-Fort Worth Metroplex with 41 attendees. The workshop was co-sponsored and hosted by the Risk Management Small Business Development Center with the U.S. Department of Labor's Office of Small Business Programs. The workshop was also co-sponsored by the Hispanic Contractors Association of DFW and the Greater Dallas Hispanic Chamber of

Commerce. The goal of the forum was to present the latest Department of Labor (DOL) and State of Texas labor rules and regulations to the small business owner. Experts from the U.S. DOL Office of Small Business Programs and the Wage & Hour Division, the Texas Workforce Commission, and Occupational Safety & Health Administration presented their new mandates and participated in a Q&A session with the attendees.

The El Centro Chess Club (CC) is concluding another successful semester. In February and March the club hosted a month-long U.S. Chess Federation (USCF) rated tournament in which participants played one game each week for three weeks, constituting a full 3-round tournament. In April it conducted a five-round tournament, playing one game each week for five weeks. The results were phenomenal: Roger Joiner captured the 1st Place Student award with a 4.0 score; Felipe Cruz won the 2nd Place Student award with a 3.5 score; Rick Steeno earned the Top Faculty award (2nd place overall) with a 3.5 score and delivered Joiner's only defeat; Anthony Jenkins garnered the 1st Place Middle College award for the third time; and Joe Curtis took the Top Staff award for the second consecutive month. The college's CC received the college's *2009 Outstanding New Student Organization* award. Presented at the recent Student Recognition Day ceremony, the award recognizes the college's chess-playing students' hard work and commitment in getting the fledgling club up and running over the past year. The CC at the college started in January 2008 with just 2 participants who were members of the USCF. Today, the club boasts over 20 USCF members, some of whom competed in major tournaments during the year, such as the U.S. College Tournament of Champions, 12th Annual Texas College Championships (5th Place Team) and 2008 Pan-American Intercollegiate Championships.

Joan Becker, director of nursing, has been invited to serve on the Coordinating Board's Advisory Committee on RN Nursing Education for one year. The committee is responsible for advising and assisting the board in developing statewide initiatives in four broad areas: (1) meeting the goals of the State's Higher Education Plan, *Closing the Gaps*; (2) developing strategies for implementing recommendations identified in the board's reports on nursing education, (3) responding to directives from the Legislature, and (4) recommending future directions for the board and institutions on nursing education in Texas.

District Service Center

Each year the administrators from District Service Center (DSC) have the privilege of marching with the faculty and staff at a DCCCD graduation. It is always a great opportunity for us to celebrate the success of our students and our colleges. This year Pat Disbrow, DSC director of business services, enjoyed a personal invitation to graduation from a Brookhaven College student who invited her as a "thank you for all the help you have given me with my financial aid issues."

Preservation Dallas has just announced that the Dallas County Community College District building at 1601 South Lamar has been selected to receive a Preservation Dallas Tenth Annual Achievement award. This award is for rehabilitation or adaptive use of a commercial, institutional, or mixed-use property. The award will be presented on June 5, 2009. This represents yet another achievement, a very high profile one, for Steve Park and his team at the Bond Program Management Office and architect David Zatopek and Corgan & Associates. For more information about the award go to www.preservationdallas.org.

This past year, the District IT Strategic Planning Committee added two students to the committee to serve as members, along with a diverse group of DCCCD faculty and staff. The input of these students has been invaluable to the work of the committee. In recognition of the time and contribution of these

students, a \$175 per semester scholarship was awarded to each of them. The two students are Daniel Snyder and Samuel Muentes of Cedar Valley College.

North Lake College

Our employees – On May 17th, more than twenty-five (25) North Lake College employees participated in the 2009 Annual DFW Dragon Boat, Kite and Lantern Festival on Lake Carolyn in Irving. Dragon boats measure 40-feet in length, 4-feet in width, and carry 20 paddlers, one drummer, and one steersperson. Blazer Spirit, the college’s team, enjoyed the teamwork, cheering each other on and the wonderful exercise they got during the event. George Marquez, dean of the college’s Wildfire Institute, was the dragon boat team leader.

Our community – North Lake College’s educational partnerships hosted more than 300 students from Travis and Houston Middle Schools on May 15th. Roberet Criner, “Mr. Enthusiasm,” was the keynote speaker and provided the students with a passionate and engaging presentation. Catherine Meyers gave a presentation about dual credit, Guy Melton on Upward Bound, and Lynda Edwards spoke about taking the next steps to high school and college. Students were also given a tour of the campus.

Our community – On May 13th, thirty-five (35) eighth-grade students from Sam Houston Middle School’s National Honor Society visited North Lake College. Hosted by the TRIO Upward Bound program, the students learned how to maximize a successful transition to high school and to prepare for college. Guy Melton, director of the TRIO Upward Bound Program; Charlotte Brown, student support specialist; and Lorilyn Hester, data specialist, provided support for the program.

Brookhaven College

Brookhaven College welcomed more than 400 students from as far away as Russia for the Global Elementary Mobile United Nations (GEMUN) May 15th-16th. During the event, elementary and middle school students role-played as members of the United Nations, representing more than 50 nations. Throughout the school year, the students and their sponsors prepare for this event that gives future leaders a hands-on opportunity to learn in a global context. Carrie Schweitzer, assistant to the president, has worked with GEMUN to host this event at the college for the last three years.

Though the kindergarteners at Hedrick Elementary were much smaller in stature than their visitors last week, they certainly weren’t short on curiosity about college and basketball. On May 18th, six members of the Bears basketball team, along with Kevin Hurst, coach, visited Hedrick Elementary School in Lewisville. Brandon O’Bryant, Joe Wilson, Craigory Christopher, Nosa Amadasun, Chris Smith and Jon Smith, players, took time away from studying for finals to read to the students and discuss the importance of learning to read and getting an education. The kids got a special treat when the players took them outside and gave them a few basketball pointers. Members from the team have visited local elementary schools every spring for the past six years.

Free training for child care staff members is being made available in Spanish at Brookhaven College, thanks to a partnership with the ChildCareGroup (CCG). Johnny Castro and Bernadette Rodriguez, child development professors, will soon be conducting their second series of child care training sessions in Spanish for area child care staff members. The CCG sessions are being funded as part of a child care assistance grant. Topics include professionalism, behavior challenges, child care basics and more. ChildCareGroup, one of the largest non-profit organizations in Dallas, focuses on expanding quality child care, especially infant care, and partially subsidized care for working poor families.

In partnership with the American Association of University Women Farmers Branch-Carrollton Chapter, Brookhaven College welcomed more than 40 women May 16th for a seminar called “Financial

Basics for Women: Girlfriends Don't Let Their Girlfriends Go Broke.” Jan Domaracki, president of the Farmers Branch-Carrollton chapter, led the committee of community and college members through months of planning. Clare Buie Chaney, Ph.D., LPC, delivered the keynote address about how to deal with stress during financial difficulty. Helping with programming, publicity and logistics from the college were Julie Stearman, program director in Workforce and Continuing Education, DeBorah Whaley-Stephenson, senior adult program coordinator, Anahita Sidhwa, professor of astronomy, and Monica Taliaferro, director for marketing and public information. The cost of the seminar was \$10, but a \$1,000 grant for the event from the Metrocrest Civic League paid not only for the tuition for those in financial need but also for refreshments and other expenses. Resume writing, budgeting and saving, retirement planning, and debt management were among the breakout sessions offered. Regina Garner, director for career services at Mountain View College, also presented a session about career options and opportunities.

DCCCD High Schools

The Early College High School (ECHS) at Brookhaven College 11-grade students and parents met Wednesday evening to discuss end-of-year issues, summer school plans, and planning for their senior year as the charter class. Adriana Gomez, principal, Pam Geisinger-Sandy, high school counselor, and Marilyn K. Lynch, ECHS liaison, provided preliminary information regarding senior activities and planning for “next steps” for this very excited group.

Richland Collegiate High School (RCHS) students engaged together in reflective, small-group focus sessions on May 15th to provide constructive feedback regarding targeted RCHS support classes. The student feedback is being collected into a database for analysis by the RCHS staff in an effort to take continuous quality improvement steps in enhancing student learning success in these support courses. In a post-graduation, first-year transfer follow-up exercise, 2008 graduates were invited and returned to campus May 18th to be celebrated at a welcome back reception during which approximately 45 graduates shared their academic transfer success stories with RCHS staff. The current update on next year's RCHS enrollment is that RCHS staff have received more than 260 applicants for the Class of 2011 which places RCHS at 91% capacity for the new year, and applications will continue to be accepted and processed through June with expectations of reaching the 100% enrollment capacity goal.

The **Early College High School at Cedar Hill** received scores this week for TAKS testing and the students enrolled in the program out performed their district cohorts. Ninety-eight percent of program participants passed TAKS Reading (compared to 83 % for the district average) and eighty-seven percent passed the TAKS Math (compared to 57% for the district average).

Middle College High School (MCHS) of El Centro College students held their 2009 prom at the Sheraton last Saturday. The MCHS students have received the results of the Texas Assessment of Knowledge and Skills (TAKS). One hundred percent of students passed the Reading, English, Math and Social Studies tests. Ninety-two percent passed the Science test. Students who scored over 90% correct are rated “*Commended.*” The commended rates were 38 percent in Reading and English, 34% in Math, 16% in Science, and 64% in Social Studies.

Preliminary results for the 2008-2009 school year show the **Early College High School (ECHS) at Mountain View College** on the path to *Exemplary status*. The ECHS went from a recognized school in 2007-2008 to an *Exemplary status* for the 2008-2009 school year. Over 90% in four subject areas are required for *Exemplary status*. The ECHS received the following results: Reading 99%, Math 93%, Science 94% and Social Studies 100%.

Cedar Valley College

Student Success – The graduates of the Veterinary Technology Department at Cedar Valley College received their Veterinary Technician pins at the annual Pinning Ceremony on May 14th. Family and friends of the students as well as faculty and staff from the college attended the ceremony that preceded graduation. Twenty graduating students were listed on the program. Edgar Carvajal, one of the distance education veterinary technology program students, traveled from New York to be with us for graduation and the graduate pinning ceremony. A reception for the graduates, family, and friends was held following the ceremony.

Community Partnerships – Cedar Valley College has formed a partnership with the Texas Workforce Solutions of Greater Dallas County to provide training for dislocated workers. In response to the need for additional training for citizens served by Workforce Solutions of Dallas in this extraordinary economic crisis, the college has designed training for careers in green energy, construction and health care. Programs have been selected that match the emphasis in the stimulus initiatives as well as others that are likely to grow as a result of stimulus activity.

Staff at the Cedar Valley College Center at Cedar Hill participated in the 2009 Taste of Cedar Hill and Business Expo this week. Over 700 community participants enjoyed the various samplings offered by area restaurants and businesses. The annual event is sponsored by the Cedar Hill Chamber of Commerce. The Cedar Valley College Center at Cedar Hill sponsored the informational table for the college.

LeCroy Center

Employees of the LeCroy Center who have completed 15-years of DCCCD service were honored on May 21st at a special celebration. A ribbon cutting ceremony to dedicate the new brick patio, and a presentation was made by Provost Pam Quinn. Honorees included: Mary Adams, Liz Gonzalez, Emilio Ramos, Angela Auzenne, Teresa Glover, Linda Sparks, Sal Chavez, Henry Hartman, Becky Stinson, Dottie Clark, Andrea Jenkins, Jackie Tulloch, Bob Crook, Patti Jennings, Linda Turner, Millie Davidson, Julius Mawathe, Pam Quinn, Meg Dollgener, Karen McClendon, Rick Walker, Terry Error, Joan Parent, Evelyn Wong, Janet Fulton, Ted Pohrte and Debbie Zuke. Recognition of awards were also given to Dr. William Wenrich, chancellor emeritus, who recently received the prestigious Leadership Award from the American Association of Community Colleges; Dr. Rodger Pool for the distinctive Texas Distance Learning Association's Hall of Fame award, recognizing long-term distance learning practitioners and advocates whose careers are characterized by exceptional commitment, achievement, and enduring impact in the field of distance learning; and Dottie Clark who was nominated for National Association of College & University Business Officers 2009 Distinguished Business Officer award. The dedication ceremony ended with a bar-b-que.

Richland College

Sustainable Community Building – “Social equity and justice” - Richland College staff and student volunteers from Disability Services, Educational Transitions, Rising Star, and Continuing Education recently partnered with GISD's Padres Hispanos Ayudando a Sobresalir los niños Especiales (PHASE), a support group for Hispanic parents who have children with disabilities, during a recent information session for parents. College representatives provided information on how GISD students can transition to the college and access necessary student services to support student learning success for their children and their special needs. “Economic development” – Richland College, in cooperation with the U.S. Department of Commerce North Texas District Exporter Council, recently hosted an export compliance event on campus. This event, which included panel discussions with guest speakers from China, South America, and Europe, drew more than 80 business participants from AT&T, Baker Hughes, Camgemini, Dresser, Fujitsu, Healthpoint, L3 Communications, Lockheed Martin, Mary Kay,

and Texas Instruments. Sharing Richland International Education (IE) information packets and partnership discussions with these area business community representatives, Richland International Education staff were able to expand relations with the area business community, offer educational services, and outline the impact the college has in IE in our community.

Student Success – Congratulations to the student athletes on Richland College’s Thunderduck baseball team. This week they won their fourth NJCAA Division III World Series Championship in the past seven years, under the stellar leadership of Coach Joe Wharton. The Thunderducks defeated the Montgomery Community College team by a score of 7-5 in the national championship game held in Tyler, bringing the college’s 2009 championship season record to 47-13.

Employee Success – Congratulations to Doug Wilson, Richland College developmental writing professor, and Deborah Davis, developmental writing visiting scholar, for recently having their *Technology-Based Accelerated Learning in Writing* project honored by the college’s Council for Teaching and Learning as a Richland featured teaching and learning practice. Together they redesigned two traditional developmental writing courses (DWRI 0091 and 0093) to provide accelerated, student-centered experiences to promote active learning through interactive technology, individualized learning plans, collaborative learning activities, and an enhanced physical classroom environment. The project, funded by a grant from the Texas Higher Education Coordinating Board, also is supported by a team of Richland Center for Tutoring & Learning Connections staff members, Martha Timberlake, Phyllis Cook, and Judith Dumont.

Institutional Effectiveness – This week Fonda Vera, Richland College dean of research and planning, participated in the National Institute of Standards and Technology’s Baldrige examiner training in Washington, D.C. This is her second year as an examiner with the Malcolm Baldrige National Quality Award Board of Examiners. As an examiner, Dean Vera interacts with a network of the nation’s foremost performance excellence professionals and provides a valuable service helping to improve the college’s performance excellence and the performance of other U.S. organizations for which she is asked to serve as a Baldrige examiner.

Mountain View College

Students in one of instructor Karen Bravo’s advanced nursing classes in the Brookhaven Associate Degree Nursing Program at Mountain View College rolled up their sleeves and contributed 12 pints of blood during the spring semester. The trend caught on, and about forty percent of the fourth-semester nursing students eventually contributed. According to Bravo, “It was a marvelous way for the students to help the community, which is something we stress in nursing school. This gave them all an opportunity to walk the walk rather than simply talking the talk.” Mountain View College Nursing students have also established a nursing club, Society for Nursing Students, and initiated a scholarship fund for struggling students entitled the Larry Hutchison Scholarship Fund. The scholarship was named in honor of a classmate who lost his battle with cancer after enrolling in the first class of the college nursing program in 2008.

A team of Mountain View College employees, along with friends from the DCCCD District Office, participated in the Dallas Arthritis Walk on May 16th. Combined walkers from the college and the district office comprised the largest team at the event and raised more than \$2,200 for the Arthritis Foundation. Team members from the college included Vonice Champ, team captain, Liz Jackson, co-captain, Angella Bryant, Les Brinkerhoff, Sara Brinkerhoff, Sharon Davis, Ramona Hamilton, Shirley Higgs, Robert Gonzalez, Barbara Miller, Soana Moores, Isabel Pina, Erica Randle, Rosa Rosales, Neal Sharp, Claudia Torres, and Hattie Wyatt.

Graduates of the Mountain View College Class of 2009 proudly received diplomas before family, friends, faculty, and staff on May 14th at the Jesse Owens Athletic Complex in Dallas. Gloria Campos, keynote speaker, co-news anchor at WFAA-TV, Channel 8, and Carlos Manuel, student speaker, each delivered stirring motivational messages before an audience of about 2,000 people. The college family also welcomed Diana Flores, trustee, as a special guest.

All student services personnel at Mountain View College participated in an on-campus retreat on Friday, May 15th. The purpose of the retreat was to review and regroup following the spring semester, to plan and prepare for upcoming challenges, and to review mission statements and goals as a means of enhancing student success. Those in attendance were inspired by guest speaker Michael J. Sorrell, president of Paul Quinn College in Dallas. Dual Credit personnel also joined in the retreat.

Eastfield College

Eastfield College hosted a student workshop on the movie “Walkout” on May 8th for several hundred students. A series of coordinated “walkouts” by Spanish-speaking students are documented in the movie. The students addressed major issues in many school districts providing educational services to Hispanic/Latino students. Michael Gutierrez, interim vice president of teaching and learning, joined Yolanda Roncal, ESOL coordinator, in welcoming the students, and facilitating discussions to questions asked by the students. The following faculty and their classes participated in the conversation: Mary Forrest (Speech), Stacey Jurhree (Government), Glynn Newman (Government), Jim Phillips (Psychology) and Sabine Winters (Journalism).

Eastfield College Workforce Development Business and Industry Training Solutions offered a business seminar on “Leadership for New Generation Leaders” on May 21st. The forty-three (43) participants focused on leadership styles and supervision for performance improvement. The series, produced by program director Alma Villalpando, showcases the college’s programs and the adjunct instructors that deliver the educational services. The leadership seminar targeted chief executive officers, managers, supervisors and leads, and human resources personnel from the surrounding business area. As a local training provider and community partner, the college’s workforce development office offers seminars to local businesses regularly.

Eastfield College will host its first annual “Dia de la Guitarra” (day of the guitar) on May 30th. The festival will kick-off with James Schreffler’s Children’s Spring Guitar recital. Valerie Hartzell, prizewinner in numerous international competitions, will be the event’s guest performer. Hartzell studied at the Peabody Conservatory with Manuel Barrueco and is the director of the Classical Minds Guitar Institute and Competition at University of Houston. Steve Howell, Garland High School’s guitar studies director, is also on the program. Schreffler, event coordinator and adjunct faculty, coordinates the children’s guitar program for the college.

The Annual Metroplex East Piano Festival will be held at Eastfield June 15-20th. Pierrette Mouldous, director of the piano department, has assembled an impressive faculty of educators with specialty in piano performance to teach the week-long camps. Instructors will focus on elements of stylistic interpretation and technique from classical, jazz and liturgical piano repertoire for students age 7 and up. Students must audition for intermediate and advanced workshops which take place June 17-20th of the festival. Highlights of the festival include guest performances by: The MAMTA Piano Ensemble, performers from the Mesquite Music Teachers Association; The Elysee Piano Quartet; Terry McCoy (classical and jazz pianist) who has taught private piano instruction for 26 years in the Dallas area; Dr. Timothy Brown, local pianist and composer; Kent Ellingson, jazz pianist; and nationally renowned concert pianist Konstantyn Travinsky.

