



Dallas County Community College District

Office of the Chancellor

TO: DCCCD Board Members

FROM: Dr. Wright L. Lassiter, Jr.

DATE: September 18, 2009

RE: Weekend Memo #160

BUILDING HEALTHY ALLIANCES

In his excellent book Lincoln on Leadership, Donald T. Phillips observed, "Abraham Lincoln gained the trust and respect of his subordinates, building strong alliances on both a personal and professional level" (p. 27). Lincoln knew what every skilled leader knows, healthy alliances are crucial to making a leader's vision become a reality.

There are obvious benefits and dangers in forming alliances, and putting them into practice requires skill. As I read this book about Lincoln (and others), he was so skilled at and committed to forging strong alliances that there were occasions when he overcame others' negative feelings toward him.

William H. Seward, Lincoln's secretary of state, initially considered the president unqualified and incompetent to run the administration and lead the country. His feelings were so negative that he submitted his resignation before the inauguration.

Because Lincoln considered Seward a strategic leader, he met with him immediately after taking oath and persuaded him to stay by appealing to his patriotism and sense of self-worth. In the months that followed, their relationship hit a few bumps; Seward discovered that he could not control the president.

Yet in spite of their differences, Lincoln won Seward's support and loyalty by reaching out on a personal level. The president would stop by the secretary's home for lengthy visits. The two would take carriage rides together in and around Washington. Because they shared a deep commitment to the country and a common set of values and ethics, they eventually forged a strong friendship.

While no leader will win every potential ally into his or her camp, following Lincoln's example might prove helpful. As I believe that we have "leaders at many levels in any organization," the principles reflected in the example of Lincoln have broad transferability.

Phillips summarized Lincoln's strategy when he wrote: "Simply spending time together and getting to know one's subordinates can overcome mountains of personal differences and hard feelings. If followers learn that their leader is firm, resolute, and committed in the daily performance of his duty, respect can be gained and trust will soon follow. Lincoln's approach won't work for everyone. Some employees will not come around. However, the vast majority - the most competent and honest ones - will" (p. 31).

Lincoln demonstrated that the best way to have and keep good and trusted advisors is to recruit and develop them. Then create a team environment that legitimizes and encourages their full function. This final thought will conclude this week's commentary. Leaders increase effectiveness by developing trusted confidants. Leaders build trust in their colleagues and subordinates by trusting their judgment and empowering them in the tough times that will come.

Cedar Valley College

Student Success – The Cedar Valley College Commercial Music Department hosted the James Gilyard Band this week as part of their weekly recital series. James's knowledge and experience have been instrumental in the development of many Dallas-Fort Worth area artists. He is the artistic director for the Sammons Jazz series at the Sammons Center for the Arts in Dallas. Next week the program will feature the classical sounds of the college faculty. The concerts take place each Wednesday beginning at 12:45 p.m. in the performance hall.

The Cedar Valley College art galleries are proud to present the works of Andrew Stalder in the lower gallery and Elizabeth Holden and Kazuko Goto in the upper gallery. Stalder, an adjunct professor at Troy University, is most known for both digital and print art, although his background is in the areas of paint and drawing. For the last few years he has used things like digital photography and digital image manipulation to create mixed-media works that often combine painting and photography. His show will be on display through September 22nd. Goto, adjunct faculty member at Northlake College, and Holden, gallery director at Cedar Valley College, will show their print works in the upper gallery through October 14th.

The Office of Student Life at Cedar Valley College celebrated "Constitution Day" this week by hosting a student event in the courtyard. The "Constitution" game show provided a fun activity for students to honor the day and creatively learn about government.

North Lake College

Our community – North Lake College held an artist's reception honoring the late Mike Harlow, former college student and artist. Harlow's bronze sculptures and some paintings are currently housed in the

college library on long-term loan from his widow, Carrie Harlow. Mrs. Harlow was present during the reception to talk about her husband's work, and Martha Sanchez Metzger, DCCCD trustee, was inspirational as she recognized the beautiful bronze sculptures. Harlow and his wife met while they were art students at the college in the 1980s. Harlow passed away in August 2003, after suffering a fatal heart attack. Dr. Enrique Chamberlain, head librarian, and Marty Ray, art faculty, co-hosted the event.

Our employees and community – On Thursday, September 10th, the Irving Hispanic Chamber of Commerce presented its 2009 Community Achievement Award to Dr. Herlinda Glasscock, North Lake College president, for outstanding contribution to the Spanish-speaking community in Irving during its 5th annual banquet at the Omni Mandalay Hotel at Las Colinas. The college was recognized for having made a significant impact in South Irving with the construction of the North Lake College South Campus and for forging partnerships with the City of Irving and Irving Las Colinas Chamber of Commerce.

Our students and community – On Sunday, September 13th, the North Lake College community was out in full force keeping Irving beautiful during the "Trinity Trash Bash." Alpha Zeta Eta, the Phi Theta Kappa chapter of the college, has chaired the event for the last three years, and the college has been a part of the event for more than eight years. More than 500 people attended the event, despite the rainy weather, and a little more than half of those who attended were from the college. Dr. Yolanda Romero is faculty advisor for Alpha Zeta Eta. Monica Atwell, Matthew Dempsey, Guy Melton and Helena Bradley, instructors, also rallied students to attend the event and were on-hand to help with the festivities.

Brookhaven College

More than 250 students and employees took the opportunity to hear Dr. Wright L. Lassiter Jr., DCCCD chancellor, in the performance hall at Brookhaven College on September 16th. The chancellor spoke about leadership and the role of a servant-leader at the Communication Division's annual Fall Forum of all 10:30 a.m. English classes. Kendra Vaglianti, executive dean for the communications division, and Hurshel Burton, English professor, introduced the chancellor. After Dr. Lassiter spoke about his background, he focused on the moments and choices that led to his progression as a leader.

When the Brookhaven College Lady Bears volleyball team takes on Cedar Valley College on October 15th, the players will have more in mind than just winning. The game also will serve as a rally for breast cancer awareness. The team has partnered with the Side-Out Foundation to host a "Dig Pink" game for breast cancer awareness and education. Admission for the game will be \$3, and all proceeds from the event will go to the Side-Out Foundation for breast cancer research. Jason Hopkins, head coach, said the team has set a fundraising goal of \$1,000. The teams will be wearing pink for the game and all attendees are encouraged to wear pink as well. The Lady Bears, the 2008 Division III National Champions, currently hold an 8-2 record for the season.

For the fifth year, the Mesquite Symphony Orchestra (MSO) will perform at Brookhaven College in support of scholarship funds for music students. The MSO will be at the college on September 19th for a performance of "Wanderlust." This year, Inga Kroll, adjunct professor for violin and viola, and Ricky Reeves, humanities and clarinet professor, will be the featured soloists. The performance will feature "Fingal's Cave" by Felix Mendelssohn, "Double Concerto for Clarinet and Viola" by Max Bruch, "Murder on the Orient Express" by Richard Rodney Bennett, and "Symphony No. 8" by Ludwig van Beethoven. Tickets are available at the door for \$10-15.

El Centro College

El Centro College has been awarded a \$270,000 grant from the Texas Higher Education Coordinating Board for the Work-Study Student Mentorship Program. With this grant, the college will pay the wages of 20 student mentors to work during the next two years at partnering high schools to provide high school students information about higher education, financial aid, and the college application process; and to work on the college's campuses mentoring first-time-in-college students in an effort to increase retention and success rates. This project was designed to respond to two explicit goals of Closing the Gap: 1) to increase higher education participation; and 2) to increase the number of students completing certification and degree programs.

The ¡HOLA! (Honing Outcomes and Learning Assessment) Committee presented information on student learning outcomes, assessment planning, and curriculum mapping at a series of division retreats on Friday, September 18th. These events kicked-off the second year of professional development provided by ¡HOLA! and prepared faculty for the first year of the new college assessment planning process.

Norman Howden, assistant dean of educational resources, is currently serving as chair of the Texas Council of Academic Libraries that will be meeting in Austin on September 21st-22nd at the AT&T Executive Education & Conference Center at UT. The council is composed of library directors from all two and four year colleges and universities in Texas, both public and private. The speaker will be Heather Joseph, executive director of Scholarly Publishing and Academic Coalition, who will be addressing current issues in scholarly communication and open access. Howden is also serving as chair of the Texas Library Association District 5 that will be meeting at Northeast Texas Community College in Mount Pleasant on October 24th. District 5 includes librarians from the 33 counties in Northeast Texas. The principal speaker will be Dr. Julie Todaro, dean of library services and head librarian of the Rio Grande Campus Library of Austin Community College in Austin, Texas. Other speakers include Sandra Farmer, Youth Service manager, Houston Public Library.

On September 11th, the new El Centro College West Campus hosted about 95 individuals who participated in a community conversation dealing with how to improve higher education efforts for Hispanic-Americans. The "conversation" was conducted by the U. S. Department of Education, and coordinated by Juan Sepulveda, executive director of the White House Initiative on Educational Excellence for Hispanic-Americans. Participants sat in tables of six or eight people, and each was asked to write goals for greater Latino academic progress. Some, including the college's Freddy Rodriguez and Tony Pecina, were asked to address the whole group. Wright Lassiter, DCCCD chancellor, and Paul McCarthy, college president, welcomed the participants to the session, which was repeated in the afternoon at Mountain View College.

DCCCD Campus High Schools

The 9th and 10th grade students at the **Early College High School at Brookhaven College**, who are currently taught at Ranchview High School, joined their 11th- and 12th-grade school mates last week for the college's "Welcome Back Party," sponsored by the Student Life Office. The students were welcomed by Dr. Richard D. McCrary, interim president, as part of a brief presentation in the new Science and Allied Health Building before taking a campus tour and participating in the festivities.

Elections for senior class officers of the **Early College High School at Mountain View College** became final on Friday, September 11th. New officers for the 2009-2010 academic year include Daniel Herrera, president; Samara Chalott, vice president; Christian Ortiz, secretary; and Porsirio Coronado, treasurer. The new officers are reportedly eager to begin planning senior activities and working with administrators to meet institutional goals and objectives.

Richland Collegiate High School is pleased to report that for greater convenience and travel savings all State Board of Education meetings, effective September 16th, will be webcast online with full audio and video. The webcasts are now required by House Bill 772, supported by Donna Howard, State Representative, D-Austin, and Wendy Davis, State Senator, D-Fort Worth. Webcasts will cover all board meetings and meetings of all subcommittees. The video files will be archived online for six months and available upon request for up to five years. Links to the webcasts will be posted on the Texas Education Agency homepage at www.tea.state.tx.us.

Mountain View College

Juan Sepulveda, director of the White House Initiative on Educational Excellence for Hispanic Americans, met with an enthusiastic audience of more than 100 people at Mountain View College on Friday, September 11th. He has been engaging in town hall-style “community conversations” with local leaders, elected officials and educators to discuss Hispanic communities in the region and to explore higher education opportunities for Hispanic Americans. Sepulveda’s visit to Dallas included stops at both Mountain View and El Centro colleges. He provided background on existing initiatives for excellence in Hispanic education and described goals and objectives pertaining to upcoming initiatives. A number of top administrators and educators were present, many of whom addressed the audience. Representatives from more than six colleges and universities as well as representatives from several school districts were also present. Wright Lassiter, DCCCD chancellor, Diana Flores, DCCCD trustee, and Felix A. Zamora, college president, each gave brief opening remarks at the event.

The music department at Mountain View College continued its tradition of providing outstanding entertainment to the community on Thursday, September 17th, with its first performance in the Concert Series 2009-2010: “String Quartet.” Featured artists included Bethany Wildes (violin), Hubert Pralitz (violin), Richmond Punch (viola), and Isaac Casal (cello). The concert, which was free of charge and open to the public, was held in the college’s newly renovated performance hall.

Viewpoint Bank and the Mountain View College Division of Business Services held the second in a series of “Lunch and Learn Finance Training” events on Tuesday, September 15th. The training, entitled “Credit Repair and Credit Maintenance,” was facilitated by Cesar Rea, president of Viewpoint Bank-Oak Cliff; Frank Briggs, senior vice president of business banking of Viewpoint Bank-Plano; and Kim Weaver-McDonald, vice president of community development of Viewpoint Bank-Plano. More than 40 people were in attendance at the event, which was free of charge and open to the public.

Twenty-three delegates of the Mountain View College Student Government Association attended a retreat at Sky Ranch in Van, Texas from September 11th-13th. Sponsored by the college Office of Student Life, the retreat focused on improving the personal growth and development of students through leadership training and a True Colors personality workshop, as well as training on parliamentary and business procedures within the district.

Eastfield College

Eastfield College's Communication Club participated in a special event honoring their work of "giving back" to community efforts. Their newest activity, under the direction of Dr. Mary Forrest, faculty advisor, is to partner with Philanthropy And Volunteerism in Education (PAVE), an eight week course in public elementary schools teaching children about "giving back," and Big Brothers Big Sisters (BBBS) is a mentoring program for youth. On September 11th, PAVE and BBBS hosted an event at the historical Swiss Avenue mansion owned by a local philanthropist. Over one hundred of Dallas' most influential gathered to learn about the next chapter in mentoring our youth. Most who gathered have been volunteer teachers and are part of the PAVE program. The college's students will be trained by BBBS to partner with students in the PAVE program at DISD's Guzick Elementary School. Dr. Jean Conway, interim president, joined Bob Hopkins, PAVE founder and adjunct speech faculty, in welcoming the large crowd. The evening included a performance by Richmond Punch, founder of a youth orchestra that helps budding musicians learn about musical instruments and receive free instruction from the Punch Family Foundation. The event announced the partnership, and gave students an opportunity to learn about social networking with local and prominent philanthropists.

Eastfield College was a community partner for Garland's NAACP's *19th Annual Freedom Fund Brunch* on September 12th. This year's event honored the memory of Goldie Locke, community leader and college alum. She was the founding president of the Garland Branch NAACP, received her Associate Degree in Drafting and worked for many years at Texas Instruments, and eventually retired from Raytheon in Garland before passing in 2007. Joining the celebration with Chancellor Wright Lassiter, the keynote speaker, were the following college staff and students: Don Baynham, Shaunyale Canada, Marcus Wood, Patrice Johnson, Courtney Carter, Regina Brown, Glynn Newman, Renee Green, Brandon Averhart, and Sharon Cook.

Eastfield College Pleasant Grove Campus participated in the "Dieciseis de Septiembre Festival" hosted by the Southeast Dallas Hispanic Chamber on September 12th. September 16th is recognized as Independence Day in Mexico and is considered a patriotic holiday or fiesta patria (holiday of the fatherland). The first annual event was a total success welcoming 77 exhibitors and hundreds of attendees. Pleasant Grove residents were provided with consumer education, employment prospects, and health information. Live entertainment rendered throughout the day with local talent performing cultural dancing and traditional music. The event provided the perfect venue to recruit 48 interested students to the Pleasant Grove campus. Representing the college and the DCCCD were: Perla Molina, DCCCD director of outreach and recruitment; and Eastfield College Pleasant Grove Campus employees: Javier Olguin, executive director; Alma D. Villalpando, program director, and Dora Pacheco, administrative assistant.

State Senator Royce West, District 23, hosted his *Annual Southeast Dallas Town Hall Meeting* on September 17th at the new Eastfield College Pleasant Grove Campus. Senator West provided a legislative update and opened the community forum for other important constituents concerns including education. Michael Gutierrez, vice president of teaching and learning, welcomed guests and provided a service/class update of the new campus.

Richland College

Sustainable Community Building – "Economic viability" – Richland College's Workforce and Corporate Development division received a Skills Development Fund grant increase of \$501,882 to its current training contract effective August 28, 2009. Richland College Garland Campus and the Dallas County Manufacturers' Association have now received a total grant award of \$873,972 to train 26 new hires and 344 incumbent workers at nine Garland-based companies through March 2010. In addition to more

training, the grant increase also provides \$377,391 for equipment purchases of an advanced machining lathe and a mill, both designed with sustainable green features to be installed at the Garland Campus.

Student Success – Richland College’s officials joined Dr. Robert Klabenes, president at Oklahoma State University Institute of Technology (OSUIT), and Dr. Scott Newman, OSUIT director of information technology, for a formal articulation signing ceremony at the college on Thursday morning. This articulation agreement allows the college students a seamless transition from the college’s AAS Degree in Digital Forensics to the OSUIT Bachelor of Technology in Information Assurance and Forensics. This bachelor’s degree is a technology-intensive, application-focused program of study to prepare graduates in skills and knowledge to protect computers, computer systems and networks from threats such as hackers, viruses and worms, and to investigate and trace illicit cyber activities such as Internet-based fraud, slander, personal identity and information theft.

Employee Success – Congratulations to Emily Gray and Wendy Welch, Richland College’s adjunct theatre instructors, who were recently named recipients of the Dallas-Ft.Worth Theater Critics Forum 2008-2009 Outstanding Actress Award. Emily teaches voice and articulation, introduction to theatre, and Improv at the college, and has appeared with The Trinity Shakespeare Festival, Stage West, Oklahoma City Repertory, Dallas Children’s Theater, and Theatre Three, as well as off-Broadway in New York. Wendy teaches musical theatre and oversees the college’s growing musical theater program. She has also appeared in leading roles at Watertower Theater, Lyric Stage, Casa Manana, Contemporary Theater of Dallas, Dallas Shakespeare Festival, TFM Productions, Echo Reads, Dallas Children’s Theater, Flower Mound Performing Arts Center, and Theater Three.

Institutional Effectiveness – Committed to climate neutrality, Richland College submitted a first draft of its Climate Action Plan (CAP) to the American College and University President’s Climate Commitment (ACUPCC) on September 15th. Although the college’s CAP will be updated as new information, technologies, and initiatives develop, submission of this plan to ACUPCC represents a significant milestone on the college’s journey to climate neutrality. Led by David Henry, chief sustainability officer, creation of the plan involved the efforts of many Richlanders, including *GREEN*Richland, the Energy Team, Facilities Services, the Office of Planning and Research for Institutional Effectiveness, and ThunderTeam.