



Dallas County Community College District

Office of the Chancellor

TO: DCCCD Board Members

FROM: Dr. Wright L. Lassiter, Jr.

DATE: April 17, 2009

RE: Weekend Memo #139

LEADERS CAN CAUSE PEOPLE TO
THRIVE OR GROAN

In this week's relatively brief commentary I am sharing some thoughts from my own experience regarding the influence of leaders and how leaders address situations that they will encounter. Relationships are at the core of this week's sharing.

Leaders need to respond to individuals based on their needs rather than their faults. It has been my practice to encourage my colleagues to see what others need - even our enemies - and respond accordingly.

Good leaders handle that practice well. They don't lead out of a predetermined package of behaviors. Nor do they have a fixation on what may have worked previously. They size up every situation and discern what must happen to reach the desired goal. Like the football quarterback who reads the defense, then calls an audible from the line of scrimmage because of changes and variations, good leaders remain flexible. They may change their response, based not on what a person deserves, but on what they need. Good leaders carefully read the need, and then they lead. They follow this suggested path in difficult situations:

- 1. THEY NEED. They aren't afraid to admit they need to listen and get understanding before acting.*
- 2. THEY READ. They evaluate what has happened and what steps are best to take.*
- 3. THEY FEED. They communicate what they've observed to key players on the team.*

4. *THEY HEED.* They act on the basis of their discovery, even if it means to change.
5. *THEY LEAD.* They provide direction to those involved.

Now to the second part of this week's commentary that builds on the five principles in Part 1.

People reflect their leader and the leader can cause his/her colleagues to either thrive or wither. People feel attracted to leaders like them; they also reflect those who lead them. What follows are five principles that address attitudes, stability, compassion, honesty and vision. All of them are fundamentals that should be in the toolbox of the effective leader.

1. *ATTITUDES.* When good leaders serve, people rejoice; when the wicked or poor leader serves, people groan.
2. *STABILITY.* When moral leaders serve, they establish justice; compromising leaders tear things down.
3. *COMPASSION.* Good leaders express concern in their relations with others; bad leaders reflect no compassion for anyone.
4. *HONESTY.* When leaders pay attention to lies and mistruths, their staff begins to esteem the same deceptions.
5. *VISION.* Solid vision keeps everyone on track; chaos reigns wherever the vision lapses.

As is our practice each week - these are thoughts and expressions for study and reflection.

Cedar Valley College

Student Success – Cedar Valley College will host an **Early College High School (ECHS)** panel discussion on May 4th beginning at 6:00 p.m. in the performance hall. In conjunction with ECHS Week, the forum will provide a screening of the DVD “Realizing the College Dream” and clips from school specific videos. Discussion will focus on explaining what ECHS is, what has been accomplished in only one year, and plans for the future. There will be feedback on the program from students, parents, administrators, and an opportunity for questions and answers from the audience. Panelists invited to participate in the program include DISD board members, ECHS principals and staff, and participating ISD’s superintendents and other key partners in the ECHS project. For additional information contact Jerry Cotton at 972.860.8157.

Cedar Valley College will celebrate “Honors Day” on Thursday, April 23rd at 12:30 p.m. in the performance hall. “Honors Day” recognizes the outstanding accomplishments of students for academics and leadership. Beginning April 22nd, the college educational art gallery will showcase the *Annual Spring*

Student Art Exhibition. A reception for the students participating in the art exhibit and honors day recipients will take place in the gallery on April 23rd immediately following the awards ceremony.

Employee Success – Ruben Johnson, dean of business & technology, recently served as a panelist during the Pro Mat International Logistics Show in Chicago. The panelists discussed various approaches to logistics training and certification. Dean Johnson highlighted Cedar Valley College’s leadership in the DFW area through the offering of Manufacturing Skill Standard Council Certified Product Technician, Certified Logistics Associate and Certified Logistics Technician training.

Community Support – The Ayubu Kamau Kings and Queens Children’s African Drum and Dance Company and the Ayubu Kamau Sacred Afrikan Drum & Dance Society present the *12th Annual African Dance Concert/Play* “Deliver Me To Africa.” The event will be held in the college performance hall, Saturday, April 18th at 7:00 p.m. For ticket information, call 817.640.1716 or visit www.AyubuKamau.com. (See article attached.)

North Lake College

Our Employees – Marsha Anderson, director of international studies at North Lake College, represented Texas community colleges in support of The Simon Act at the *NAFSA: Association of International Educators Advocacy Day* in Washington, D.C. The Simon Act, which would fund student scholarships for quality study-abroad programs, is coming up for a vote in the Senate and is vital for students who want to study internationally. Anderson met with Senator Kay Bailey Hutchinson and aides from both Hutchinson’s and Senator John Cornyn’s offices to help secure Texas’ support of the Act.

Our Students – On April 4th, Dr. Herlinda Glasscock inducted 77 new members into North Lake College’s Alpha Zeta Eta chapter of Phi Theta Kappa (PTK), the two-year college honor society. James Babcock, chapter president, also received his *All USA Academic Team* medallion. The speaker was Dr. Alex Hoover who shared stories about the experiences he and his wife had during the six years they lived among the Tarahumara Indians in northern Mexico.

Our Employees – George Marquez, dean of North Lake College’s Wildfire Institute (professional development) and Dr. Ulanda Forbess, English faculty and Wildfire faculty mentor, spoke at the *Texas Distance Learning Association (TxDLA) Conference* in Corpus Christi about their experience in creating a successful faculty technology training program in distance education. TxDLA is a member chapter of the United States Distance Learning Association.

Our Students – North Lake College journalists were honored with two Sweepstakes awards and 33 individual honors at the 100th anniversary convention of the *Texas Intercollegiate Press Association*. Fifty-two colleges throughout the state competed in various categories. For the fifth consecutive year, the college’s campus newspaper – the *News-Register* – won the sweepstakes award in Division 4. *Duck Soup*, the college’s literary magazine, won a Sweepstakes award for the third consecutive year. The college’s video technology students came in fourth place and won five awards, including two first-place honors.

El Centro College

Gay Michele, government instructor, accompanied El Centro College’s Student Government Association officers to the *Texas Junior College Student Government Association State Convention* that was held April 2-5th in Austin. They did an incredible job of representing the college at the convention. Last year the college was elected to serve as the parliamentarian school at this year’s convention. Edwin Mariano sat on the executive board and handled his responsibilities with poise, demonstrating his understanding of parliamentarian procedure and proving his leadership skills. As the Parliamentarian school, our students also had the thankless and daunting job of enforcing the strict dress code. Jennifer Channell, Rebecca

Simon, Jennifer Cano and Tiarra Alexander not only accepted this responsibility, they performed with grace and firmness while keeping a smile on their face.

Elizabeth Klimback, executive director for the North Texas Small Business Development Center (SBDC) - El Centro College, Mark Langford, Katrina Wade Miller and Jim Berish, region staff, attended the Association of Small Business Development Centers Spring meeting in Arlington, VA in March. This is an annual meeting of SBDCs nationwide to discuss current economic issues facing our nation and strategies to help reinvigorate our economy. This time also allowed these individuals to meet with North Texas U.S. congressional and senate representatives to provide them economic impact information covering North Texas.

El Centro College/BJP (ECC/BJP) has just been awarded a new Skills Development Fund (SDF) Grant from the Texas Workforce Commission. This \$2.9 million project, titled the Consortium for Logistics, Aerospace, and Manufacturing (CLAM), is one of the largest SDF grants awarded by the agency. It will be used to provide training for over 2,500 employees of 13 Dallas County businesses who have partnered with the college for workforce education. ECC/BJP also partnered with Eastfield College on this project to assist one of their business partners. In addition, ECC/BJP received a \$245,656 grant from Workforce Solutions Greater Dallas to provide training for 213 employees from 6 additional business partners. Both of these training grants are coming at a critical time as employers struggle to retain employees while reducing costs in order to survive in the current economic climate. These grants will allow employees to participate in training programs geared towards improving individual and company performance.

El Herald, a local Hispanic newspaper, recently featured the story of El Centro College's West Campus (ECCWC) construction progress and the fact that the new facility will open for students in June. In this story, you will also find the smiling countenance of one Ana-Maria Narro, who is coordinating the plans for our third, and newest, campus at 3330 N. Hampton Road. She is also seen escorting a reporter around the construction site, which is fast shaping up to the point of being a bona fide community college campus. We expect many media stories like this one to crop up in the next few months as ECCWC readies to accept students at this facility in the heart of West Dallas. Everyone is encouraged to drop by and see the progress. For the full story, go to <http://www.elheraldonews.com/images/Edicion%20Impresa/2009/Mar%2020%202009/A/01-C-standard-MAR20-2009.pdf>. (See article attached.)

DCCCD Campus High Schools

Richland Collegiate High School (RCHS) seniors continue to receive acceptance letters and scholarships for transfer opportunities to four-year institutions. Sabrina Williams is the first RCHS senior to be accepted to attend Stanford University. Grace Chow has been accepted to attend Rice University and has been named as a finalist in the 2009 National Merit Scholarship competition.

Students of the **Early College High School (ECHS) at Mountain View College** are currently preparing to register for Summer I and Summer II classes. Additionally, ECHS students are preparing to take the Accuplacer Exam and will do so in mid-May through a collaborative effort with the Mountain View College Dual Credit Program.

On April 9th, eighty-four (84) **Early College High School (ECHS) at Brookhaven College** tenth-grade students and their parents attended a light supper and information/planning meeting to prepare for summer and fall classes for rising juniors. Revised integrated four-year plans and other pertinent information were discussed, followed by a question and answer session. Adriana Gomez, principal, Pam Geisinger-Sandy, counselor, and Marilyn K. Lynch, ECHS college liaison, led the student/parent meeting.

Richland College

Community and Economic Development – Los Patos Listos, a Richland College volunteer initiative to help Close the Gaps and increase Hispanic representation, joined Richland Community Programs, Ethic Studies, and Community Outreach staff to assist area families, particularly those with Spanish-speaking parents, complete FAFSA (financial aid) forms during the recent Hands-On Financial Aid Workshop. The workshop was sponsored in cooperation with the GISD Hispanic Administrators and Garland Association for Hispanic Affairs. More than 300 community participants attended and were provided information about Rising Star, academic/technical occupational programs, as well as translation assistance.

Student Success – Richland College’s recent Health Professions Information Days, March 23-27th, were of tremendous benefit to participating Richland College/RCHS students. Keynote speaker Dr. Clyde Yancy, medical director of the Baylor Heart and Vascular Institute and chief of Cardiothoracic Transplantation, inspired students to learn about a variety of health professions--medicine, nursing, pharmacy, physician assistant, physical therapy, prosthetics/orthotics, dental, and other allied health fields which were showcased throughout the four days. Panels of local health care professionals, various breakout sessions, and academic transfer sessions presented by UNT, SMU and UTD faculty equipped students with specific knowledge about various health professions and tips on how to transition successfully into university programs.

Employee Success – Congratulations to Mike Rubin, Richland College adjunct ESOL reading instructor, who was recently honored with the CREST (Counselors Reinforcing Excellence for Students) Award from the Texas School Counselor Association in recognition of his directing an outstanding school counseling program. He is a guidance counselor at Hunt Elementary in the Plano ISD, and the Hunt counseling program was one of only 23 programs in the state chosen to receive the award.

Institutional Effectiveness – Richland College Office of Planning and Research for Institutional Effectiveness (OPRIE) has completed the analysis of the fall 2008 Noel-Levitz Student Satisfaction Inventory responses. ThunderTeam, Academic Council, and the Student Development Council are reviewing the analysis and planning next steps to address identified performance gaps. A report with action plans will be posted on the OPRIE website by mid May.

Mountain View College

Students of the Mountain View College Phi Theta Kappa International Honor Society Omega Omega Chapter received a host of prestigious awards at the 2009 Texas Regional Convention March 5-8th at McLennan Community College in Waco. Under the guidance of Tamar Slider and Joseph Brockway, chapter advisors, the college garnered the Pinnacle Award, the Five Star Chapter Development Award, and was named among the “Top Chapters” in Texas. Evens Pierre, college student and outgoing chapter president, was also named to the Phi Theta Kappa Hall of Honor for Outstanding Members.

Sarah Conine and Barbara Lee, Mountain View College students, were recently named to the All Texas Academic Team and received full scholarship offers from the University of Texas at Arlington as a result. The 2009 All Texas Academic Team was officially announced at a convention in Waco on March 31st, which was attended by Conine, Lee, and Dr. Leonard Garrett, vice president of student services and enrollment at the college.

Representatives from more than thirty-five (35) area businesses and organizations participated in the Mountain View College Career Fair held April 15th. The fair, held on campus twice a year, provides a vital networking opportunity for its students, community organizations, and area businesses. The event was

sponsored by the college's Career Services office. *Al Dia* newspapers served as the media sponsor for the event, and the Dallas Police Department served as the Silver Scholarship sponsor.

Rene Prupes, program administrator for the Family Involvement for Latino Success in College project at Mountain View College, along with Cristina Medina, faculty member, recently spoke at the *National Conference for the American Association of Hispanics in Higher Education*. The conference was held at the Hyatt Riverwalk Hotel in San Antonio. Prupes and Medina discussed specifics of the program, shared project data, and presented a video produced by Randy Clower, the college's video/film maker, before a standing-room-only audience.

Brookhaven College

The Brookhaven Courier, student newspaper, had another great year at the *Texas Intercollegiate Press Association (TIPA) Convention* in Dallas, April 9-11th. The Journalism Department was able to send 18 students along with Dr. John Neal, journalism professor; Larie Engles, student publications manager; Wendy Moore, part-time editorial consultant; and Sandy Wyche, executive dean, business studies division. Students won a total of 27 awards, including Krisitin McKenzie, *Courier* editor, who received a \$400 Mike Warms Memorial Community College Scholarship. Kelly Jacobi designed the TIPA centennial logo for the convention. Four former Brookhaven College students served as presenters at breakout sessions: Rori Harrington, lead content editor/manager for Expedia, Inc.; Phil Harvey, editor in chief of Light Reading; Joy Dickinson Tipping, senior copy editor and staff writer at the *Dallas Morning News*, and Ivana Corsale, graduate student at the University of North Texas in radio, television and film.

A substantive change committee from the Southern Association of Colleges and Schools visited Brookhaven College this week, April 14-16th. The committee members spent hours reviewing materials and speaking to instructors and students with the college's nursing and emergency medicine programs. The college initiated programs over the last two years to add a dual-credit program of Emergency Medical Technician courses at R. L. Turner High School and a home-host nursing program at Mountain View College. These changes required additional reporting on these programs, faculty credentials and program facilities. Committee members included Dr. Marilyn C. Beck, president of Calhoun Community College; Cynthia S. Bambara, vice president of Student Success at Lord Fairfax Community College; Dr. Marilyn Fore, senior vice president for Academic Affairs at Horry-Georgetown Technical College; Dr. Patricia Jones, associate dean and chair of Education Department, Tennessee Wesleyan College; Dr. Melody Moore, dean of Professional and Technical studies at John Tyler Community College; Kevin Rouse, executive director for the Office of Accountability, Efficiency and Effectiveness at Catawba Valley Community College, and Dr. Joseph Silver Sr., vice president of Commission of Colleges.

Eugene Johnson, one of the first nursing graduates from Brookhaven College's home-host Associate Degree Nursing Program at Mountain View College, was elected the president-elect of the Child Life Council (CLC) Executive Board. The CLC represents a group of trained professionals with expertise in helping children and their families overcome life's most challenging events. Johnson will have completed his degree when his role as president of the CLC board begins. He sent his thanks to his professors for his "training and the high standards of excellence" that he said has equipped him well for his nursing career. In addition to his nursing degree, Johnson has a Master of Arts and is a certified child life specialist. <http://www.childlife.org/Membership/ElectionResults.cfm> (See article attached.)

Brookhaven College has been chosen for the National Exemplary Handbell/Handchime Award, which recognizes school music curriculums that include handbells/handchimes as part of their instructional program in performance and general music. The award comes from the American Guild for English Handbell Ringers and is a great honor for the program. Bonnie Riddle has directed the college's handbell ensembles since the program began in 1983. The college supports two handbell groups, the Handbell

Ensemble, an advanced group with 13 members, and Campus Bells, an intermediate ensemble with 11 ringers. A separate summer program brings new ringers into the ensembles. The award will be presented at the national seminar in July. Both ensembles will be performing May 9th in a free concert at 8 p.m. in the School of the Arts performance hall.

Eastfield College

Eastfield College faculty and staff presented four sessions at the recent *League for Innovation National Annual Conference* in Reno, Nevada. Melanie Gill-Shaw, coordinator, resource development, and Dr. Carl Knight, biology faculty, were accompanied by Jeff Hughes, biology faculty, and Jessica Silva, NSF research assistant, where they presented four sessions on the success of the college's STEP (Science Talent Expansion Program's) "Project Pathways." The sessions were in two different tracks for teaching and learning and student services. Knight also presented at the recent *George Wright Society Conference* in Portland, Oregon, on the community college undergraduate research at the Big Thicket National Preserve. He was also featured in a recent KEOM Radio, a Mesquite ISD station, community focus interview for the recent successes of the National Science Foundation grants for the college.

Congratulations to Grady Green, Eastfield College basketball player, on being selected to the NJCAA All-American 3rd Team. Green was also selected to play in the upcoming NJCAA National All-Star game that will be held on April 25th in Odessa, Texas. Green is the first All-American for the college's basketball team since 2001. Last October, Grady signed a Division I scholarship to continue academics and basketball at Prairie View A&M University.

Eastfield College's Auto Body Program hosted Jon Kosmoski and Brian Cross of House of Kolor and Valspar Automotive Paints as special guests during the spring break. Cross made Kosmoski's appearance possible and it was a great opportunity for students to interact with nationally recognized professionals in their field of interest. The six-hour seminar for forty-eight students featured the latest in custom paint products and techniques. Kosmoski, an icon in the industry, was instrumental in pioneering the custom paint trend as a painter and more importantly through his development of the House of Kolor line of paints. This line of paint was nationally recognized by the mid 60's as the high-caliber paint for customizing vehicles; they continue that tradition today.

Stacie Prikryl and Jake Miller, Eastfield College's Digital Imaging students, designed all the marketing material for this year's City of Mesquite's Real Texas Festival. One of their featured designs is a billboard on LBJ Freeway at Plano Road. This is the second year that students have been asked to provide the design services for the largest outdoor festival in the city which is held the last weekend in April. In return, students gain real life education and have materials to include in their personal portfolios. The City of Mesquite also features the college as one of the festival's major sponsor, at no charge, and the college's Career Technologies Division promotes recruitment material at the 3-day community event.

