

## **LCC Connections**

### **November/December 2009**

#### ***LCC Trustees Vote to Pay Cost of Promise Scholarships***

At its December 14 regular meeting, the Lansing Community College Board of Trustees approved a plan that allows 961 Lansing Community College students to keep nearly \$1 million of Michigan Promise Scholarships awarded Fall semester. The college disbursed \$952,233 in Promise Scholarships prior to the state's elimination of the program.

Colleges statewide have implemented a variety of options to recover or forgive some or all of the lost scholarship funds. The LCC Board of Trustees was presented with six financing options and chose to protect students from the burden of losing the promised financial assistance.

“Student success is LCC’s number one priority, and we are committed to accessible and affordable education,” said LCC Board Chair Deborah Canja. “Allowing students to keep their Fall semester scholarships is in keeping with those goals.”

The college will use “rainy day” funds or contingency reserves to cover the lost state revenue.

“These are difficult times for many students,” said President Brent Knight. “I’m pleased that the Board is putting our students first and making good on a promise made to them by the State of Michigan.”

#### ***LCC Offers Voluntary Retirement Program***

The LCC Board of Trustees approved a Voluntary Retirement/Separation Incentive Program for all current full-time employees with 20 or more years of LCC service (including part-time service) as of December 31, 2010. This program is similar to the one implemented in spring 2009 and is designed to address anticipated reductions of funding during the 2010-11 academic year.

The Voluntary Retirement/Separation Incentive Program provisions and implementation plan includes:

- Incentive payments consisting of 45% of annual base salary
- Information packets emailed to eligible employees’ LCC email addresses by November 25, 2009; a *Frequently Asked Questions* document will be sent with the packet
- Application period ending on February 15, 2010
- Information meetings on campus during the application period
- Approval, modification or disapproval of applications by March 15, 2010
- Exit dates ranging from June 30, 2010 through June 30, 2011

While the College has approximately 220 full-time employees who are eligible, it has the right to cap the number of approved requests for participation at 75 or any larger number. Approval or rejection of requests will be based on the best interests of the College, using such criteria as the need to cover program operations and assure appropriate transition, the need to retain an employee's expertise, the need for and cost of replacing an employee and the savings to be realized by the retirement or separation.

### ***Academic Appointments and Reorganization***

**Dennis Morse** has been appointed Dean of the Technical Careers Division. Denny served as Interim Dean of the Human, Health and Public Service (HHPS) Careers Division since July 2007. Prior to that, he served as Chair of the Public Service Careers Department. Denny's diverse leadership and academic experience, management ability, and proven record of success will lead to continued growth and development of our critical technical careers programs and the important community partnerships that underlie their success.

**Margie Clark**, Chair of the Nursing Careers Department, will serve as Interim Dean of the Human, Health and Public Service Careers Division. A search process for Dean of HHPS will begin soon. In the meantime, Margie will apply her considerable leadership skills and knowledge to this crucial division of the college. **Nancy Hayward**, who is currently the Director of Clinical Placement and Outreach in the Nursing Careers Department, will hold the position of Interim Chair of the department.

**Roz A. Jaffer**, Ph.D was named chair of the Business Department in the Business, Media, and Information Technologies Division effective December 14. Dr. Jaffer comes to LCC from Davenport University in Lansing where she worked as Department Coordinator and Faculty for the last six years. Prior to that time, she worked at Michigan State University in various positions including Human Resource and Budget Manager-Globally and Nationally and Human Resources/Hall Manager/Food Manager. Dr. Jaffer also has taught business, marketing, human resource, diversity, food production, management, leadership, general business and business research courses. She holds a Certified Professional Manager Certificate from the Certified Manager Institute, and has a Bachelor of Arts Degree in Business-The School of Hospitality Business, a Masters of Human Resources and Labor Relations-College of Social Science, and a Doctoral Degree in Higher Adult Life Long Education (HALE) from Michigan State University.

**Eduardo (Ed) Suniga** was named Chair of the MAIT Department in the Business, Media, and Information Technologies Division effective November 9. Ed joined LCC as an adjunct faculty in the Careers Division in 1996 teaching AutoCAD classes. A short time later, he began teaching CIT courses in the MAIT Department. In 2002 he joined the LCC STAR Institute where he taught CIT and GIS curricula to high school students. Also during this time he taught for the Extension and Community Education GATE and A+ programs, instructing gifted and talented students. In 2004, Ed joined the BMIT Division as an ELearning Facilitator where he was responsible for starting up two IT retention programs, and overseeing the peer-assisted study program, which was designed to improve student scores and student retention in difficult IT courses. In 2005, Ed was hired as the Certifications and Operations Manager in the Assessment Center, where he

was responsible for college-wide certification testing, course and placement testing, and center operations.

On December 1 several structural and personnel changes went into effect in academic areas. The Math & Computer Science Department and the Mathematical Skills Department have merged into one **Mathematics Department** under the leadership of MCS Chair **Kathy Burgis**. **Todd Troutman**, the former Math Skills Chair, was recently named the new Director of Instruction in Liberal Studies.

The **Public Service Careers Department** will be dissolved with its programs transferred to other departments. The Center for Employment Services will be repositioned as a new college-wide **Career and Employment Services Department** and will now include career counseling, apprenticeships and internships in addition to the current functions of student employment and job placement. Additionally, planned layoffs of three trained and certified counselors have been rescinded and these professionals will assume new job assignments effective January 4.

### *LCC Board of Trustees Honors Chris Laverty*

At its December 14 meeting, the LCC Board of Trustees approved a resolution honoring Trustee Chris Laverty, who did not seek reelection this year. The resolution stated that Trustee Laverty

- has served on the Lansing Community College Board of Trustees since July 31, 2003;
- was, upon his election, immediately elected to serve as Chair of said Board;
- brought to the position extensive professional experience and a history of strong working relationships, thereby quickly earning the respect of his colleagues;
- immediately immersed himself in his leadership role, with energy, enthusiasm and commitment;
- went on to serve as Board Chair from 2003 until 2008, guiding the Board of Trustees with dignity and distinction through challenging times;
- with his service, became the longest-serving Chair of the Lansing Community College Board of Trustees;
- served on the Board of Trustees Personnel and Compensation Committee from 2006 to 2008;
- served on the Board of Trustees Audit Committee, which he chaired for two years;

- displayed a dedication far beyond the call of duty to advancing the goals of Lansing Community College, including six years of service on the Lansing Community College Foundation Board;
- commitment has extended into the community through his service on the Capital Area Workforce Development Board, Career Connections Advisory Board, Capital Area Community Foundation, and the Lansing Area Manufacturing Partnership;
- steadfast commitment to Lansing Community College has been reflected in his many years of selfless service to the College and the community which it serves;
- strong leadership, unwavering focus, and clear, strategic vision have benefitted and will continue to benefit future generations of students, faculty and staff; and
- that, in recognition of his contribution to Lansing Community College, and for his many accomplishments during his years of service, the Board of Trustees of Lansing Community College, on behalf of all those he has influenced, offers congratulations for a job well done.

### ***U.S. House Approves Funding for Advanced Auto Tech & Electric Vehicle Training at LCC***

On December 11 the U.S. House of Representatives approved a Consolidated Appropriations bill, HR 3288, which includes federal funding for projects requested by Congressman Mark Schauer (D-MI). The legislation includes \$420,000 for Lansing Community College's West Campus in Delta Township. The funding will allow LCC to expand all aspects of technician training for hybrid/electric/alternative fuel vehicles, including vehicle repair and maintenance, operation, safety, and electric vehicle components. Additionally, the funding will allow LCC to establish partnerships with key automotive manufacturers and dealerships launching electric hybrid vehicles to create a pipeline for electric vehicle technician training in the region. This is the final House action needed before this funding is signed into law.

### ***Randy Thayer to Advise Technical Careers Division***

Randy Thayer has begun a short-term assignment at the college to assist the Technical Careers Division in outlining the future direction of some programs in that division. His expertise in manufacturing, most recently as manager of the two GM plants in Lansing, provides the college with a unique perspective to explore future areas in which to focus our energy at West Campus. Through discussions with faculty and administrators, Randy will suggest new program opportunities and connect the college with potential new partners. His work should be completed by the end of January.

### ***LCC to Share in \$5.5M Funding***

LCC will share in a \$5.5 million National Science Foundation (NSF) grant awarded to the Kentucky Community and Technical College System (KCTCS). The grant is

intended to strengthen the competency and global competitiveness of the automotive manufacturing workforce by funding a curriculum based on learning objectives that meet the skills required by the industry partners. The grant project is entitled “AMTEC National Center for Excellence in Advanced Automotive Manufacturing.” The Automotive Manufacturing Technical Education Collaborative (AMTEC) is a multi-college, multi-state collaborative of community and technical colleges of which LCC is a member. KCTCS was selected from among 200 nationwide NSF grant applications.

### ***LCC Receives M-PaTH Grant***

The Prima Civitas Foundation has selected LCC’s M-PaTH Dislocated Worker Training program for funding in the amount of \$226,587. Through a partnership between BCI and the HHPS Division, the college will retrain 100 individuals, 80 in a six-week Long Term Nurse Aide (CNA) certificate program and 20 in an eight-week Pharmacy Technician certificate program. Classes begin January 2010.

### ***LCC Foundation Update***

The LCC Foundation held its annual Holiday Open House on December 2 at West Campus. Some 200 guests attended including donors, employees, retirees, alumni, and community leaders. The event included a Silent Auction, which raised \$6,500 for student scholarships, to the Foundation scholarship fund. In other Foundation news:

- A new Bill Petry Endowment Fund will award scholarships to Liberal Studies students pursuing a K-12 teaching career. Bill Petry taught mathematics at the college for 39 years. In the spirit of Bill Petry, the recipient shall demonstrate a strong commitment to community service and volunteerism. Contributions may also be made in memory of Bill by sending a donation to the Foundation.
- At the November Foundation Board of Directors meeting, the Board voted not to host the Spring Gala in May 2010 due to the difficult economy, challenges across the state with sponsorship support and the increased need for direct support to our students. The Special Events Committee will review less costly options that would support the needs of our students.
- A newly formed Scholarship Development Committee will meet several times a year and work with Foundation staff to maximize fundraising potential. They will help identify companies, individuals, associations and foundations to expand our scholarship funding base.

### ***University Center Recognition***

The University Center has been cited by *Learning by Design*, the premier national annual guide that showcases outstanding school and university design and construction projects, for their ability to stand out among large buildings with strong architectural styles. LCC was one of six community colleges nationally recognized for construction projects. The University Center was cited as a “sustainable solution” to the college’s challenge of creating a space for students and an identity for the college’s partnership with the university community. The building was also highlighted for material selection and expression compatible with the historic Carnegie Library adjacent to the Center.

### ***Childcare Center Update***

Construction is underway to convert the Photography Building to the LCC Early Learning Children's Community, a childcare facility for students and employees. The center will be a learning lab for LCC students in the Childcare program. The project is proceeding on schedule and is expected to be completed by mid-summer 2010.

### ***Banner 8.2 Upgrade***

Implementation of a major upgrade to LCC's Banner system is planned for the weekend of March 5, 2010. This upgrade is mandatory given that the vendor, SunGard Higher Education, will be discontinuing support of LCC's current version in early 2011. The new release addresses a number of bugs in the current version, includes new features and functionality, and improves data navigation capabilities. Although some of the new capabilities may not be enabled immediately following the upgrade, LCC will be positioned to turn these enhancements on when the functional areas are ready to do so. A Banner Upgrade Team, made up of cross-functional users, is testing the new version and working with each functional area to determine training needs. Banner documentation and training classes for employees and students will be updated to reflect the system changes resulting from the upgrade.

### ***LEAP Vision 2020***

Lansing Economic Area Partnership, Inc. (LEAP) has completed its *Vision 2020: Greater Lansing Regional Strategic Growth Plan*. Seven primary Strategies for Action have been identified and will be developed into formal initiatives in concert with partner organizations. They include: attracting and assisting businesses and talent, improving first impressions, expanding entrepreneur and partnerships, and enhancing cultural and creative assets. LEAP has also targeted four key clusters with potential for significant future new business and job creation by leveraging resources at MSU, the state of Michigan, and other regional entities. The sectors include finance and insurance, health care, life sciences and biomedical and IT.

### ***LCC Nurses Receive Long-term Care Instruction***

Leaders from Lansing Community College and Burcham Hills Retirement Community will celebrated on November 9 the completion of an innovative course for 32 LCC nursing students. The training is a part of a unique partnership between LCC and Burcham Hills in developing a core curriculum for nurses who provide care for Alzheimer's and dementia patients.

"This is an exciting first step in a program that will not only train our nurses on specific care for Alzheimer's and dementia patients, but will educate nonmedical caregivers as well," says Margie Clark, RN, MSN, APRN-BC, LCC nursing careers department chair. "Ultimately, this program will benefit nurses, patients and families, as well as the community at large."

The partnership is unusual in that nursing students work directly with Burcham Hills residents with Alzheimer's and dementia. Most nursing programs do not offer face-to-face, hands-on experience.

LCC and Burcham Hills plan to expand the new curriculum into a three-year pilot program. The program will be developed in three phases: developing the curriculum for professional caregivers, developing the curriculum for non-professional caregivers and finally integrating the curriculum to include team roles for caregivers.

The first phase of the program has been completed and the curriculum has been incorporated into LCC's fall 2009 nursing program schedule.

Thirty-two LCC nursing students were the first to complete the training this fall. Among them was Jessica Bowersox, who has already put the training to practical use.

Recently, a patient with dementia was being treated at the hospital for which she works as a nurse aide. "I was able to talk to him and keep him calm," she said.

Michael R. Wolfston, Director, Burcham Hills Foundation, says the program will benefit both patients and nurses.

"Currently, there is an 85 percent turnover rate of nurses providing care in the field," says Wolfston. "This partnership will not only allow students to improve their skills and techniques in providing individualized care, but will ultimately result in improved quality of care for the patient."

The Burcham Hills Foundation has received partial funding from the Capital Region Community Foundation, Auto Owners Insurance Group, Jackson National Life Insurance Company and an anonymous donor. The foundation has also applied for federal and state appropriations.

Other supporters of the new curriculum include the Michigan Dementia Coalition, Capital Area Michigan Works, the Prima Civitas Foundation, U.S. Sen. Debbie Stabenow, Congressman Mike Rogers State Representatives Mark Meadows and Joan Bauer, and State Senators Gretchen Whitmer, Deb Cherry and Valde Garcia

### ***Student Retention Team Update***

For the past three years, the College-Wide Retention team, as charged by the SAS-SEM division, has been working on goals to increase the student retention rate. This has been an awesome trek through many systems that our students must maneuver to become and stay an LCC student. The committee, made up of faculty and administrators from all divisions on campus, continues to identify strategies for helping students succeed.

The retention team has seen a steady increase in the retention rate, from 61.9% in Fall 06-Spring 07, to 67.7% in Fall 07-Spring 08, and to 71.7% in Fall 08-Spring 09. While these increases may not be totally the work of the retention team, the team's efforts have

increased awareness in the campus community of the importance of retaining our students.

This year, the retention team has identified four goals: (1) to look at the success of students in historically difficult courses, (2) continue to improve advising on campus, (3) strive to improve persistence of our new students from fall to spring, and (4) improve graduation rates.

*Submitted by Eva Menefee*

### ***LCC Receives 400-piece Mineral Collection***

Lansing Community College has received a donation of a 400-piece mineral collection valued at more than \$40,000 from the family of Gilbert J. Thill, of Milwaukee. Mr. Thill's youngest son, Ron, is a chemistry professor at the college.

"This gift is a significant addition to the LCC Science Department," said Tom Deits, Science Department Chair. "With this acquisition, not only will professors have quality specimens to show their classes, but students, visitors and the general public will have an opportunity to view this amazing collection on display. We're very grateful to Ron Thill for donating this family treasure to Lansing Community College."

Gilbert J. Thill, a Milwaukee printer, became interested in rock collecting in the 1940s and continued to his death in 1969. His hobby involved his entire family, including wife Catherine and sons Kenneth and Ronald. The Thills joined the Wisconsin Geological Society where Gilbert served in various leadership positions. Over the years, Thill acquired a large fossil and mineral collection from the Midwestern states. Vacations were spent trading pieces for those from other parts of the country. He purchased very little. During his lifetime, he donated many mineral and fossil specimens to colleges and museums in the U.S., Canada, and England. After his death, the collection was boxed and stored for more than 30 years before it was unpacked and appraised in 2006.

The collection is on display in the Academic Resource Center, 4<sup>th</sup> floor, A&S Building as well as the LCC Physics Lab. The exhibits will be rotated periodically to assure maximum exposure.

### ***Continuing Education Moves to BCI***

The Human, Health, and Public Services Continuing Education program recently was moved to the Business and Community Institute (BCI). Current program offerings involve training healthcare providers in advanced cardiac life support and pediatric advanced life support, as well as a cardiopulmonary resuscitation course. A few other special topics courses are offered in conjunction with the Public Services Department.

The transition to the BCI was completed in September 2009. The last few months has involved refocusing the Continuing Education areas and considering other course offering outside healthcare. At present, the majority of the Continuing Education clients

come from Sparrow Hospital, Ingham Regional Medical Center, and local fire departments, including those in Delta Township and Meridian Township.

Continuing education enrollment increased 55% from fall 2008 to fall 2009. The BCI plans to grow and expand continuing education in healthcare as well as other areas. It will continue to collaborate with the academic departments to build alliances that will maintain professional competencies of graduates throughout their careers.

### ***Developmental Math Student Success Initiative***

In Fall semester 2010, LCC will become one of the first community colleges in the nation to begin including electronic textbook and learning software access for all students who enroll in developmental mathematics courses. This access, supported by a modest course fee, was proposed by a group of mathematics faculty and named the Developmental Math Student Success Initiative. Often students must postpone textbook purchases due to financial reasons. With this initiative, students who register for developmental mathematics courses will automatically receive access to an online version of their complete math textbook. Beginning on day 1 of the course, all students will have the tools to begin learning, which is particularly crucial in developmental mathematics classes. Not having access to learning materials often causes unnecessary anxiety for students who may already be reluctant about taking a math class.

In addition to electronic textbooks, the Developmental Math Student Success Initiative means that students will have access to extensive online homework systems, beginning on the first day of the semester. Online homework systems are already an important feature of many LCC mathematics courses and provide instant feedback for students. As with the text, having access to the online homework system from day 1 will help enable all students to begin to work on their developmental math courses on the first day of the semester.

*Submitted by Dr. Kathy Burgis*

### ***Sustainability Advisory Committee Update***

In June 2008, LCC signed the American College & University Presidents Climate Commitment (ACUPCC). Dr. Knight commissioned the LCC Sustainability Advisory Committee to ensure that the college complies with the Presidents Climate Commitment through campus initiatives to reduce our greenhouse gas emissions. Chris Strugar-Fritsch, Executive Director Administrative Services, and Catherine Fisher, CFO, are the Executive Leadership Team sponsors of the committee providing necessary resources and support to implement initiatives.

Many employees may be familiar with the Sustainability website created by the Marketing Department to give visibility and communicate ongoing sustainability activities. The web site can be found at <http://www.lcc.edu/sustainability/>

Students are an integral part of our sustainability efforts and Perry Godwin and Arthur Wohlwill, faculty advisors for the student group People for Positive Social Change (P4PSC), have ensured student involvement in sustainability activities held throughout the year. The LCC-P4PSC organized several environmentally focused events on campus this year, including the “Focus the Nation Teach-In” in January and the “Earth Day Unity Festival” in April. LCC-P4PSC also participated in the Global Perspectives Conference, organized by the LCC Center for International & Intercultural Education (CIIE). The Global Perspectives Conference had speakers, movies, and presentations on environmental issues, including “Inconvenient Truth-The Rest of the Story.”

The committee’s current focus is on increasing recycling efforts on campus. Faculty, staff, and students will see more communications on recycling in the coming months as we ensure that every building has adequate recycling containers clearly labeled, separating glass from plastic bottles and pop cans, and putting less recyclable materials in the trash bin that goes to the landfill.

These efforts and many more will ensure that LCC is a “greener” campus and responsible steward of our resources. If you are interested in becoming involved with sustainability efforts at LCC, please contact Beckie Beard at x1790 or send an email to [beardb@lcc.edu](mailto:beardb@lcc.edu)

*Submitted by Beckie Beard*

### ***Faculty & Staff News***

At the December 3<sup>rd</sup> Capital Area Michigan Works! Annual Dinner, CAMW! CEO Doug Stites presented Provost **Stephanie Shanblatt** with the Capital Area Michigan Works! Seal of Approval “in recognition and appreciation for all she does to support workforce development in greater Lansing.” The award is a special category award that has only been presented twice in the last ten years.

**Bo Garcia**, Executive Director of the Business & Community Institute, has been appointed to the National Council for Continuing Education and Training (NCCET) Board of Directors, representing the Great Lakes Region. Bo currently serves as Vice-President of the Michigan Association for Continuing Education and Training (MACET). NCCET is the parent organization of MACET.

**Margaret (Peg) Lamb**, Ph.D. has been hired as the new director of the High School Diploma Completion Initiative in the Office of Advancement and External Affairs. Peg holds both a Doctorate in curriculum, teaching and policy and a dual Master’s degree from Michigan State University. She has ten years of experience directing federal and state grant projects. Most recently she has worked as an educational consultant, providing grant writing, training and consultation services to area businesses, nonprofit organizations and school districts. Peg’s entire professional career has been devoted to teaching students at risk, developing programs and systems to address their academic and special needs, and researching how teachers can work collaboratively to improve education outcomes for this population.

**Jack Rotman**, professor in the Department of Mathematical Skills, recently presented a session entitled “Where is Developmental Mathematics GOING??” at the Michigan Mathematical Association of Two-Year Colleges conference. The session was based on the Project that Professor Rotman is leading at the national level entitled “New Life for Developmental Mathematics.” The purpose of the New Life Project is to develop a new vision for developmental mathematics, revitalize the profession and improve student success. In November Professor Rotman co-presented on the project at the AMATYC national conference.

**Dr. Willie Davis**, adjunct professor of Education in Social Science Department, is serving as a consultant on a Lansing Regional Sister Cities Commission Project with Sister City, the Akwapem South District in Ghana, West Africa on Water, sanitation and Health. He also attended the West Africa Regional Sanitation and Hygiene Symposium on November 3-5, 2009, in Accra, Ghana.

**Letitia Fowler**, adjunct faculty in Communication Department, recently traveled to Boston to present a research article, *The Effectiveness of a Post-Baccalaureate Program for Students from Disadvantaged Backgrounds*, (in which she received third author) published in the Research in Medical Education Section of Academic Medicine.

**Dr. Jamil Hanifi**, adjunct professor of Sociology, will be attending The Middle East Association Conference on November 20-22 in Boston. He will also be presenting a paper titled “The Location of Sayeds, Sufis, and Qizilbash in the State Apparatus of Afghanistan.”

**Dr. Edward P. Mazhangara**, adjunct professor of Economics, has been appointed to the Editorial Review Board of a new and upcoming journal, *The International Journal of Information and Communication Technology in Research and Development in Africa (IJICTRDA)*, to be published by IGI Global.

**Donna Galvan**, adjunct faculty of Sociology, received her Master’s of Science in Instructional Design for Online Learning from Capella University on December 11.

**Geoff Quick**, professor of Education, spoke to the Mt. Pleasant, Michigan Rotary Club on November 30 on the subject “A Rotary Foundation Scholarship and Rotary Grant for University Teachers in South Africa.” The presentation was based upon activities he undertook at the University of Cape Town under these two awards.

**Elizabeth Waiss**, adjunct faculty of Psychology, presented a paper titled "Dissociation and Disorganized Attachment: A new integration" to the Michigan Society for Integrative Psychoanalysis at Providence Hospital, Southfield.