

**Evaluation of Terrence Leas
Riverland Community College
June 23, 2006
Executive Summary**

Achievements

1. Facilities.

- The U.S. Department of Labor awarded a \$2.2M Community-Based Job-Training grant to RCC, one of 70 awards nationwide and the only one in MN.
- RCC submitted more than \$7M in HEAPR requests, of which we received funding for \$1.568M for a new roof and HVAC sprinklers in Albert Lea.
- RCC received \$500,000 during the 2006 legislative session to supplement our DOL grant for a health-science simulation lab in Austin.

2. Increase Access and Opportunity.

- Established a “Committee on Inclusion” that includes RCC employees and students and members of the external community. The Committee on Inclusion seeks to identify and foster institutional access and promote success for traditionally underrepresented populations.
- Improved success in the recruitment and retention of employees from underutilized groups as defined in RCC’s affirmative action plan.
- Hired Regional Diversity Trainer & Investigator in collaboration with MSC-SET, RCTC, & SCC.
- Modest improvement in the fall-to-fall retention of minority, first-generation, and developmental students.
- Hired new Executive Director of the RCC Foundation.
- Riverland Foundation created an Alumni Relations Committee and raised modest amounts of funding for scholarships.

3. Expand High-Quality Learning Programs and Services.

- The MnOnline Peer Review Team recommended approval of our request to offer degrees, certificates, and diplomas via distance delivery.
- Submitted our AQIP Systems Portfolio and received successful acknowledgement of accreditation on the Portfolio Appraisal; participated in second AQIP Strategy Forum.
- Improved products for marketing specific programs of study and aligned marketing publications with online services.
- Designed and implemented a new planning and budgeting process.
- Implemented an “Awards for Excellence” program.
- Hired an instructor of developmental writing; awarded a \$12,000 grant from Mardag Foundation to build a Writing Center Mentor program where community volunteers mentored non-native English-speaking students.
- Secured Title III eligibility for RCC.
- Introduced a thematic “organizing around the work” that aligned location, time, level coordination to liberal arts, career and technical, health and sciences, and customized training and education units.

4. Strengthen Community Development and Economic Vitality.

- Expanded curriculum articulation with three high school and four university agreements.
- Established a DOL & DOE-sponsored healthcare pathway initiative with the Albert Lea and Austin school districts in conjunction with our DOL Community-Based Job-Training grant.
- Strategically placed Riverland officials among civic and governmental groups in the three-county region.
- Created a “Leadership Austin” program in cooperation with the Austin area Chamber of Commerce and the Development Corporation of Austin.
- Riverland Training & Development division received the Exemplary Program award from the MN Council for Continuing Education & Customized Training.
- RCC received the “Training Institution of the Year” award from Workforce Development, Inc.
- Students won state SkillsUSA awards.

5. Fully Integrate the System.

- Engaged the MnSCU Office of the Chancellor, Owatonna community, and Higher Education Partners in a comprehensive review and study of education and training needs in Steele County.
- Approved funding for two Admissions and Marketing initiatives using our new planning & budgeting process.

6. Institutional Goals.

- Established an Institutional Research Committee, which has identified performance indicators for each college value (institutional goals). College also began merging multiple planning processes into one unified, calendared process.
- Identified strategic improvement initiatives in communication, enrollment, assessment, and improvement of student learning and instructional research.
- Developed a strategic plan to establish student-learning outcomes and measures at classroom, program and unit levels, and to expand institution research efforts to include use of more direct measures, a wider range of types of measures, trend data, and benchmark data.

7. Institutional Distinctiveness.

- Obtained a Department of Labor Community-Based Job-Training Grant to establish a world-class health-science education simulation lab.
- Joined Winona State University’s Center of Excellence for health-science education.
- Developed and completed RCC Leadership Development program, including an action project to propose a senior-college program.
- Law enforcement and corrections program designed and built a high-tech use-of-force simulation lab for training criminal justice students and regional law enforcement centers’ personnel.
- Management education dean received a Minnesota Honorary FFA Degree from the Minnesota FFA program; ME faculty hold national offices, publish books and software, etc.

Challenges/Goals

- 1. Assess the implementation of a “culture of inquiry” at RCC.**
- 2. Continue to recover from recent enrollment declines.**
- 3. Continue to improve alumni and corporate relations.**
- 4. Determine long-range relationship of OCUC to the college.**