

**Evaluation of Terrence Leas  
Riverland Community College  
August 21, 2007  
Executive Summary**

**Achievements**

**1. Finance & Facilities.**

- Completed construction of new science labs and health science simulation lab in Austin and the new science labs in Albert Lea. These projects reduced our FCI for the Austin West building from .16 to .12.
- The Owatonna Clinic – Mayo Health System made a \$15,000 equipment donation to Riverland Community College through the Riverland Community College Foundation for the health science simulation lab. Similar donations from Albert Lea and Austin Clinics and the Owatonna Hospital. Viracon donated glass.
- RCC submitted more than \$10.5M in HEAPR requests, of which we received funding for \$2.1M for Albert Lea roof and HVAC system and for science and demolition initiatives on the Austin campus.
- Riverland secured three state awards at the MnSCU CFFO conference on January 24, 2007: the 10th year in a row for the Excellence in Financial Management Award, the Excellence in Facilities Management Award for the 5th year in a row, and Facilities Services Supervisor Judy Enright received an Outstanding Service Award for her service to Riverland.
- Hired a new vice president for finance and facilities, Beth Fondell.

**2. Increase Access and Opportunity.**

- Hosted lecturer, educator, and author Michael Korenblit and his dramatic presentation of “Until We Meet Again,” a true story of his parents’ love and survival during the Holocaust.
- IPSEL "Be Your Best" Summer Enrichment Program initiated, with 15 Hispanic youth out of a group of 18 registered students.

**3. Expand High-Quality Learning Programs and Services.**

- The Nursing Department received a \$25,000 Designed for Learning grant from the MnSCU Center for Teaching and Learning. The grant funded “Advancing Nursing Education Through the Use of Technology and Active Learning,” which involved redesigning the nursing coursework with technology as an emphasis.
- RCC’s Automotive Service Technology program received its second national award in three years from the Automotive Industry Planning Council. The program also earned a five-year re-certification from the National Automotive Technician Education Foundation Inc. (NATEF), a division of the National Institute for Automotive Service Excellence (ASE).
- RCC’s marketing department earned a gold Paragon Award in the “Academic Catalog” category at the National Council for Marketing & Public Relations (“NCMPR”) national convention March 20 for our *2006 Programs of Study*.
- Pamm Tranby, RCC instructor of biology, was accepted to the Case Studies in Science Workshop, which took place at the University at Buffalo May 21-25, 2007. Only forty participants nationwide were invited to participate in this prestigious workshop.
- RCC students Ahmed Abdirahman, Gary Kiekenapp-Higgins, and Stephanie Njos earned a place among thirty-three PTK All-Minnesota scholars. RCC’s Zeta Eta Chapter of Phi Theta Kappa achieved the Pinnacle Silver level in the 2006 Pinnacle Scholarship Award Program.
- Riverland Training & Development’s hazmat grant request for 2007 was awarded \$25,521.86. This award gave the fire departments Riverland served a chance for free training underwritten by the grant. Also included with this request was another trailer for our college’s LP Burn Props.
- Streeters Inc., headquartered in Albert Lea donated a late-model Volvo truck, valued at \$12,000, to Riverland’s diesel technology program for student learning.

- RCC sent 24 students to the state SkillsUSA competition; five students qualified to go to the nationals in Kansas City.
- Riverland's Awards for Excellence program awarded \$65,827.53 to 15 faculty members in 2006-07.
- Realigned Academic and Student Affairs into career-technical, liberal arts, health sciences and services, management, extended learning, and student affairs units.

#### **4. Strengthen Community Development and Economic Vitality.**

- Expanded curriculum articulation with three high school and four university agreements.
- RCC's Farm Business Management program received a \$6,000 Minnesota Agriculture Education Leadership Council grant to develop a pork industry benchmarking program in partnership with South Central College.
- Conducted, in cooperation with the Austin Chamber of Commerce, a community leadership program with 21 participants and created a community leadership program in cooperation with the Albert Lea-Freeborn Chamber of Commerce for 2007-08.
- Riverland Training & Development division received a \$284,000 MJSP grant in partnership with Viracon, Inc. to train minority and second-language employees for lead and management positions.

#### **5. Fully Integrate the System.**

- The MnSCU Board of Trustees recommended the Owatonna College and University Center for acquisition in the 2008 capital bonding request.
- Cindy Brimacombe-Whiteaker, Kim Byam, Brenda O'Connor, and Celeste Ruble received the Human Resources All-Star Team Award October 10, 2006, at the MnSCU Human Resources State Conference for their successful partnership and collaboration with Minnesota State College - Southeast Technical, Rochester Community and Technical College, and South Central College in the development of the first Regional Staff Development Day.

#### **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 AQIP action projects for 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.
- Riverland Community College Foundation increased the number of alumni names in its database by 5.25% over the previous year. In addition, 10,000 names of recent graduates and alumni have been obtained from the college's Graduate and Placement Office, which will be converted from Access software into Donor 2 software.
- Riverland Community College Foundation contributions from private sources increased 11.95% over the previous year. Money raised exceeded the annual goal of \$120,100 by \$7,616 or 6.34%.

#### **7. Institutional Distinctiveness.**

- Increased enrollments during spring and summer semesters.
- Improved admitted-to-registered-student conversion rate from 65% to 81%.
- 1959 alumnus, Dr. C. Jerry Nelson, received the *AACC Outstanding Community College Alumnus* award at the annual convention in Tampa, Florida. Dr. Nelson continues to be a generous donor to our foundation and speaks to groups about his experience at Riverland whenever he is in town.

### **Challenges/Goals**

1. Continue to improve student enrollment and retention.

2. Continue to improve the number of underrepresented students served.
3. Continue to improve alumni and corporate relations and support.
4. Resolve the long-range relationship of OCUC to the college and higher education partners.
5. Continue our quality improvement journey via AQIP.