

**Evaluation of Terrence Leas  
Riverland Community College  
July 29, 2008  
Executive Summary**

**Achievements**

**1. Finance & Facilities.**

- MnSCU Board of Trustees, Minnesota Legislature, and Governor Pawlenty approved the designation of Owatonna as a community to be served by MnSCU and \$3.5M for the acquisition of the OCUC as a MnSCU facility.
- MnSCU Board of Trustees, Minnesota Legislature, and Governor Pawlenty approved \$2.2M in HEAPR funds for roof and HVAC system projects at the Austin and Albert Lea campuses respectively.
- A Riverland alumnus donated \$22,000 in private funds to hire a consulting firm to conduct a feasibility study for a capital campaign for the fine arts center proposal.
- Riverland earned the Excellence in Facilities Management Award for the 6th year in a row.

**2. Increase Access and Opportunity.**

- IPSEL "Be Your Best" Summer Enrichment Program initiated, with 15 Hispanic youth out of a group of 18 registered students, with an \$87,856 allocation. Ninety-four percent of participants successfully completed the program with an average GPA of 3.28.
- In collaboration with MSU, Mankato, Riverland hosted the regional Latino/Chicano College Fair on November 30, 2007; more than 400 minority high school students were in attendance.
- Riverland's student ethnic diversity increased to 12% from 10% the previous year. Hispanic student enrollments now make up 5% of the student body; up from 4% the previous year.
- Each of the Riverland CTE advisory committees was encouraged to consider adding more diversity to its membership. Sixty percent of the advisory committees responded by adding more ethnic minority members and 25 percent improved their gender balance.
- During 2006-07 academic year, 288 community members attended the *Generations* (seniors) programming; in 2007-08, 427 community members attended these sessions, an increase of 48%.
- Increased scholarships awarded from \$71,500 to \$111,500, an increase of 56%. The number of scholarships awarded increased from 133 to 218, an increase of 64%.

**3. Promote and measure high-quality learning programs and services.**

- Riverland received its second Department of Labor Community-Based Job Training Grant of more than \$1,000,000 to implement distance learning career pathways for long-term-care allied health workers in 37 Minnesota counties. Other partners include three Workforce Investment Boards, Central Minnesota Jobs and Training Services, at least twelve long-term-care employers, area elementary and middle schools, and Adult Basic Education providers.
- Suzette Overby, instructor of human services, received the MnSCU Board of Trustees Award for Excellence in Teaching.
- RCC students Ruth DeHoogh, Maria Ramirez, and Stefanie Rouse earned a place as Phi Theta Kappa All-Minnesota scholars. Riverland was the only college with three members on the All-Minnesota team.
- Spring 2008 nursing board exam scores for practical nursing were 100% passing and for registered nursing were more than 97% passing.
- RCC sent five students to the SkillsUSA nationals in Kansas City; three earned bronze medals in extemporaneous speech and web design.
- Riverland's Awards for Excellence program nearly doubled its awards to faculty in 2007-08 over the previous year.

#### **4. Provide programs and services integral to state and regional economic needs.**

- Conducted, in cooperation with the Austin Chamber of Commerce and Albert Lea-Freeborn Chamber of Commerce, community leadership programs in 2007-08 that served 44 participants.
- In partnership with Pine Technical College, Winona University, Rochester Community and Technical College, South Central College, Southeast Technical College, and three Workforce Investment Boards, Riverland received a Minnesota Job Skills Partnership grant of more than \$340,000 in partnership with McNeilus Truck and Manufacturing to retrain the workforce at the refuse and cement truck manufacturing company to meet changing industry needs.
- In March 2008, Riverland entered into a formal agreement to serve as the Owatonna Hospital-Allina's lead partner in the oversight of the hospital's Professional Intercollegiate and Education Center and related partnerships.
- Riverland became a member of the "360 degree Manufacturing and Applied Engineering Center of Excellence" on 12/19/07.
- Riverland officials participated in a benchmarking trip with four executives from Hormel Foods, Inc. to their plant in Freemont, Nebraska on 2/20 & 2/21/08 to review a successful training program they have with Metropolitan Community College in Omaha. We have had subsequent meetings with the executives from Hormel, Austin to begin planning a similar program in Minnesota.
- The president, executive vice president, and Southern MN Initiative Foundation President Tim Penny visited the STEP program at Anoka Tech on August 13, 2007. The college subsequently engaged Albert Lea, Austin, and Owatonna High Schools in Perkins Technology IV and Tech-Prep Articulation activities.
- Pathway curricula were implemented in Patient Care Associate (healthcare) and Production Specialist (manufacturing) programs.
- Riverland conducted manufacturing and healthcare economic summits in Owatonna.
- Secured industry support and MnSCU approval of a 12-credit Patient Care Associate program offering advanced skills beyond the Nursing Assistant certificate; cooperated with Owatonna Hospital for preceptor training.
- Restructured vacant Dean of Management education's role to include distance learning and outreach.

#### **5. Innovate to meet current and future educational needs efficiently.**

- Six college employees completed the Employee Leadership Development program and designed *Global Voices*, a web tool to help faculty and staff learn about the three most prominent minority cultures in our region.
- Document imaging stations were established on the Albert Lea and Austin Campuses. Students' financial aid, admissions, and registration records are currently being imaged and stored electronically.
- Academic Calendar 2007-2008 revised to begin summer session on June 5, 2008, to accommodate high school students seeking summer college coursework while not overlapping their high school calendars.
- An employee climate survey was conducted in February 2008 and results distributed on March 25-26, 2008. There was a 55% participation rate and a 6-year comparison with previous climate surveys.

#### **6. Institutional Goals.**

- Hired a half-time safety officer in Fall 2007.
- A revised three-year Enrollment Management Plan was implemented for 2007-08. Outcomes achieved included an enrollment increase of 3%, student ethnic diversity reaching 12%, Hispanic student enrollment reaching 5%, online enrollment reaching 14% of FYEs delivered, sponsorship of the Latino/Chicano College Fair, housing Adult Basic Education programs on campus, production of program videos (CD's developed, streaming video program, videos placed on the college web site, reinstatement of county fair recruiting and summer parade presence, new promotional materials were developed and implemented (letters, posters, banners, brochures), new communication strategies were implemented for new admits (tele-counseling and e-mail), and funding was secured to maintain our College Prep Summer Academy (*Be Your Best*).