

THE Bulletin

December 6, 2000

Countdown to Red Mountain!

Jingle bells are not the only sounds to be heard as the winter holiday approaches, especially at the Red Mountain campus. We



also hear the rumble of truck engines, the ka-chunk of nail guns, and the shrill whine of power tools. Here's the latest report on construction at Red Mountain:

- Services and Administration (the Mesquite Building) will be ready for occupancy in May 2001.
- Both the Palo Verde and Desert Willow buildings are scheduled for completion in June 2001.
- The existing modular building will be remodeled and ready for occupancy by August 2001.
- Documents were released for bids in November for FF&E (furniture, fixtures and equipment) and LAN (local area network), which includes the data system, cable plant, and phone and security systems.
- The procurement/purchasing process begins this month (December).
- Also this month, faculty staffing recommendations will be sent to the president.
- The process to hire nonfaculty employees will begin in January 2001.

Student Computer Users at MCC



Finding a free computer on campus is probably easier than finding an open parking space, but even at 5 p.m., few computers are in "sleep mode" at the Paul A. Elsner Library and High Technology Complex.



Over 1,700 MCC students in randomly selected classes were asked to participate in a survey of their computer usage for fall 2000. A subcommittee of the Teaching and Learning Roundtable designed the survey. Highlights of the survey results are:

- 41.2% of students spend from 1 to 5 hours a week using a computer.
- 59% use a computer at MCC, Southern & Dobson.
- 85% have access to a computer at home; of those, 90% have Internet access.
- 65% of students say that they have improved their computer skills due to taking classes.

For the complete summary, call the MCC Office of Research and Planning.

MCC COACH SHOOTS FOR MORE THAN HOOPS

Women's Basketball coach **Pam Olerich** spun around in her chair to count the 11 team photographs hanging on her office wall. Each photo represents a year of coaching at MCC for the woman voted 1999 ACCAC (Arizona Community College Athletic Conference) "Coach of the Year."



Pam Olerich

In the 1998-1999 season, Pam took her team all the way to national competition, where Mesa finished sixth.

Rebuilding the team is an annual challenge at the community college level. Pam has

only one or two years to work with the players, so she concentrates much of her energy on preparing the athletes for play at the university level.

Another major focus is to ensure the athletes' academic success. Coach Olerich is not only their basketball coach but also their mentor and advisor. She assesses the players' academic progress by requesting grade reports from their instructors on a monthly basis. "The faculty have been wonderful," Pam said. "I actually get phone calls. I hear about it when my players are doing well on a test or when they have turned in a great project."

Recruiting new players for next year's team is a task Pam shares with her assistant coach, **Kori Hoff**. "It's not always the most talented player that we want," Pam said. "I try to watch how the girls react under pressure or in close ballgames." When recruiting new team players, Pam considers how different personalities fit together and whether players take responsibility for their actions. "There's so much emphasis on win-loss," she said, "but what's important is the kind of people they are and whether they're willing to work hard — I can't tolerate slackers."

Coach Olerich reflects not only on her players' strengths but also on her own. As a veteran coach beginning her 11th year at MCC, Pam recognizes that she has become more flexible and that she involves the team more in making decisions. "The dictatorship thing doesn't work any more," she said. "We're getting a lot better at connecting."

Employees Chat With The President

"The Bond: Yes or No?"

was the topic of discussion at the President's Lunch/Conversation on October 25. Though quite a meaty issue to digest in just one lunch hour, the discussion offered employees a chance to explore possible answers to key questions. Here's a summary of the discussion:

Why have a bond?

Parking lots need to be resurfaced, buildings need to be remodeled, and facilities need to be brought into compliance (e.g., the Americans with Disabilities Act).

What are the implications for a bond?

Each of the following issues should be considered: growth in the area; the ADA; technology; competition, cooperation and collaboration; changing demographics; different ways to deliver instruction (such as distance learning); staffing; and operational costs.

How do we survive until a bond (in 2004)?

Following are strategies for surviving the next three years: Devise a new budget development process, seek private funding, partner with others, increase revenue bonds, charge a student technology fee, look at other possible revenue sources (e.g., parking fees).

How big should the bond be?

\$500 million

How can educators inform the community about a bond?

Educators should clearly identify the institutional priorities and needs and then effectively make these needs known at appropriate levels. Accountability must be emphasized.

What should we do to prepare for a bond?

It is important to keep our employees well informed so that they can effectively communicate within their own circles of friends, relatives, and neighbors to gain support. We need to make sure we're all carrying the same message.

BASKETBALL SCHEDULE

(through December)

WOMEN'S

Saturday, Dec. 9

Pima CC, Mesa, 5:30 p.m.

Wednesday, Dec. 13

Eastern AZ CC, Thatcher, 5:30 p.m.

Friday, Dec. 15

South Mountain CC, Mesa, 5:30 p.m.

Friday, Dec. 28

Utah Valley, Mesa, 7 p.m.

Friday, Dec. 29

Tacoma CC, Mesa, 7 p.m.

MEN'S

Saturday, Dec. 9

Pima CC, Mesa, 7:30 p.m.

Monday, Dec. 11

South Mountain CC, Mesa, 7:30 p.m.

Wednesday, Dec. 13

Eastern AZ CC, Thatcher, 7:30 p.m.

United Way Campaign Comes To An End

It takes a whole team of hard-working people to coordinate a successful United Way campaign, and this year's UW committee certainly pulled its share of the load. Faculty Senate president-elect Mark Gooding chaired the committee, supported by the following enthusiastic members: **Janet Felton, Rhonda McCanless, Anita Dusek, Cinnamon Martinez-Baca, Roger Harlow, and Gloria Scott.**

To begin the campaign, Aramark donated a delicious breakfast, and Grounds for Thought complemented the food fare with coffee. A kickoff (yes, literally a kickoff) drew potential football stars to the center of campus to try their luck, for just a buck, at kicking a field goal for prizes.

Outside the Kirk Center, a giant thermometer recorded the MCC employee response; as donations came rolling in, the mercury climbed. The final contribution tally was \$17,385. Thanks to everyone who contributed, and to those who didn't . . . we'll expect your participation next year!

MCC Students Win With Words

Congratulations to members of the MCC Speech and Debate Team who cleaned up at the Watson-Lancer Invitational in Pasadena, California, on Oct. 27, 28 and 29:

Jerry Stonehouse – 1st place,

Impromptu Speaking; **Carlos Tarazon** – Finalist, Impromptu Speaking; **Elizabeth Hoffman** – 1st place, Informative Speaking; **Ryan Harris** – Finalist, Persuasive Speaking; **Danna Ballentine** – 3rd place, Poetry Interpretation. **Erin Adams-Rawson**, director of Speech Activities and Debate,

said that three other Team members also did a great job representing MCC at the tournament: **Adam Merrett, Jaime Krol, and Elizabeth Adeola.**

Less than one month after the Pasadena tournament, more than 75 students and 20 faculty participated in an intramural speech tournament right here on the Southern and Dobson campus. Coach Adams-Rawson and the Speech and Debate Team sponsored the Nov. 17 competition, known as "The Big Speak Out." Faculty participated as judges, and the student speakers came from departments all over campus. Twenty-five of the speakers were international students, who welcomed the chance to compete in their non-native language.

Jim Mancuso, chair of Speech Communications/Theater Arts, noted that the faculty expressed genuine pride when students in their own classes were recognized for winning speeches. MCC's biannual campus-wide tournament offers students the opportunity to test their communication skills in a different environment and helps them to realize that they can speak effectively outside their own classrooms.

MCC Employee Wins Honors For Educational Excellence

For more than five years, Administrative Assistant to the President **Janet Felton** has taught courses at the American Institute of Business and Technology (AIBT). She teaches classes like Business Math, Marketing, TQM, Accounting, and Human Resources Management. She is also the student government advisor for students attending evening classes.

On the evening of Sept. 4, Janet attended the Institute's annual banquet, not realizing that she would be among those honored that night. For her dedication and support to



Janet Felton,

the students at AIBT, Janet Felton was presented with an award for "Excellence in Education." Congratulations to Janet for her commitment to education, both on and off the MCC campus.

JOB FAIR FOR PART-TIME FACULTY

A job fair for part-time faculty positions at MCC will be held Tuesday, October 12, from 6 to 8 p.m., in the Reading Room of the Paul Elsner Library. Interested attendees will be given information about part-time teaching opportunities at the college. Faculty and department chairs will be available to answer questions. Call the MCC Personnel Office at 461-7487 for further information.

NEW COPIERS FOR MCC

IKON was approved as the vendor for copy services at the Nov. 28 Governing Board meeting. Forty-seven new digital copiers will replace current machines by January 2, according to Dean Ron Etter. .

LOOK WHO GOT CAUGHT

The new "Catch of the Month" is **Lynn Bray**, MCC Security. He was nominated by **Spencer Peterson**, MCC's Cross-Country Team coach, for traveling all the way out to Red Mountain to pull the team out of a mudhole.

The "Employee of the Month" is **Lowell Jacobs**, from the Theater Shop. MCC Theater Chair **Lyn Dutson** nominated Lowell for helping her with the editing of theater performance videos, outside of his regular work schedule. Lyn said Lowell's assistance with placing titles, voice-overs, and music on video was invaluable. He also taught Lyn basic methods for working with the software.

Congratulations to both Lynn and Lowell! Be sure to send in your recommendations for these monthly awards to Ray Grant, rwgrant@mail.mc.maricopa.edu.



Lynn Bray

Lowell Jacobs



You are cordially
invited to

**MCC's HOLIDAY
BRUNCH**

Friday
December 22, 2000
8 a.m. to 10 a.m.

Kirk Student Center
Navajo Room

Dates to Mark:

At the end of 2000 . . .

If you hurry, you can still make a date to see *The Laundry*, Dec. 7-9 at 8 p.m. and Dec. 10 at 2 p.m. Call 480-461-7170 for tickets and information.

At the Outback Theatre, be sure to attend *Fall Broadway Bound*, Friday, Dec. 15, at 7:30 p.m.
For more information, call 480-461-7575.

Finally, we find peace. On Friday, Dec. 22, at noon, the campus closes for the Winter Holiday.

And at the beginning of the new year . . .

Spring Convocation, Tuesday, January 16, 2001, 8-10 a.m., in the Navajo Room. Open to all employees; continental breakfast will be served.

Tennis Coach Takes National Honors

Women's Tennis Coach Penny Powell will be flying to the Tampa Bay area to collect a prestigious national award: "Women's Junior College Tennis Coach of the Year." The award, cosponsored by Wilson and the Intercollegiate Tennis Association, will be presented at the Saddlebrook Resort on Dec. 14, during ITA's annual national conference.

"I'm excited about the award — and surprised," Penny said. Those who know her best are not surprised, however. Penny has been coaching for 27 years at MCC, and her players have succeeded in national competition. Penny is also the president of the National Junior College Athletic Association.

The Bulletin is published on the first and third Wednesdays of each month, during the fall and spring semesters, for employees of Mesa Community College. Deadline for submissions is the Monday after publication (for the next issue). Send articles for submission to the Office of Institutional Advancement, e-mail ia@mccmail.maricopa.edu, phone 480-461-7445.



STRATEGIC CONVERSATION

with

George Baker III:

Moving Toward

a Collaborative

Organizational

Structure



More than 90 faculty, staff, and managers participated in a Strategic Conversation, Nov. 20, with **Dr. George Baker III**, of the National Initiative for Leadership and Institutional Effectiveness and developer of the Personal Assessment of the College Environment (PACE). In his opening remarks, Baker said that one of his heroes is Paul Elsner, former chancellor of the Maricopa Community Colleges, and that he considers the MCCD one of the greatest educational organizations in the world.

The purpose of the Strategic Conversation, in Baker's words, was to focus on key recommendations in the PACE and SACE (Student Assessment of the College Environment) studies. To that end, he said that the challenge of a great institution is to move toward the **Collaborative** phase of organization. "There is not a community college in this area that has progressed to this organizational stage," he said. Baker described the four progressive phases of American organizations as (1) **Coercive**, (2) **Competitive**, (3) **Consultative**, and (4) **Collaborative**.

A learning college, according to Baker, is one that operates on an open system that evaluates itself and uses evaluations to grow. It is also one that engages students in the learning process.

The top priority of concern from the PACE study, said Baker, reflected frustration about lack of voice in the decision-making process for the institution. "As we move into the collaborative phase of institutional organization," according to Baker, "we need to reconsider the decision-making process and how to get people appropriately involved for good decision making. We need to add voices," he said.

Some suggestions from participant teams included:

1. Empower employees by honoring and valuing the decisions of committees.
2. Recognize and celebrate employee service and accomplishment.
3. Streamline the hiring process.
4. Restore the social chemistry on the campus.
5. Improve compensation for part-time employees.
6. Establish an inventory bank of employee talents.

Dr. Baker commended participants for thinking on the same lines. He said that the lead team should study the groups' suggestions and look toward where to start with implementation. Devising new structures of organization, he said, are not necessarily the best way to begin. "We live in a democracy but work in organizations that are hierarchical. We cannot throw out the rule of law." He added, "In good organizations, we need to look at how well we are doing and study what changes we need to make to improve the organization. We need to look at the processes in order to improve the structure."

"Collaboration is that you are truly working in teams, and you need to create more cross-collaboration among those teams," said Baker. "The way to increase satisfaction in the workplace is to reinforce and look at improving the process. The more we can involve you, the better the institution will be."

Dr. Larry Christiansen closed the session by saying, "This is not someone else's issue, this is ours." He implored the group to think about what we should do to implement these ideas and how we should do it. How can we be part of the solution of moving from a level-three organization to a collaborative organization?

The comments and recommendations gathered at the Conversation will be summarized and reviewed by the Continuous Improvement Committee (CIC), chaired by **Gail Mee**.