



## President's Report November 2017

***"... they can imagine being successful when they see people like them succeeding."***

- Ben Summerskill, Chief Executive of Stonewall



I'm not sure what led me to do it but, for the first time in ages, I took a quick electronic stroll through my past 5 years of blog entries (<http://linnbentonpresidentsblog.blogspot.com/>) and saw something in retrospect that, while obvious to me now, was not so obvious back when I wrote them. What I saw was that my current belief in the essential role of real human beings in real relationship with each other has deep roots.

*It seems to me that what we need to rediscover, and share with, and be to each other is "necessary." (Sept 2016)*

*...so we can more clearly see the ways in which our lives connect and collide with each other in both damaging and healing ways, so we might choose to heal and love as much as we can. (January 2106)*

*...at the core of our students' success will be the relationships we are willing to share with them. (October 2014)*

*Each of our actions has consequences that spread out and forward and even backward such that present and future and past are all interwoven into a “fabric” that spreads across time and space and beyond our individual births and deaths. While each of us acts individually, none of our consequences are individual. (November 2012)*

*...the change we hope for in our students doesn't come through their connection with a program, a course, or a subject matter. It comes through their connection with us. Every one of us at LBCC has the potential of being this catalyst for change in a student... and of being changed ourselves in the process. (April 2012)*

Earlier this month I had the privilege of making a presentation at the OCCA Annual Conference entitled “Self-Acceptance as a Pathway toward Equity and Inclusion” which, among other things, introduced those in attendance to the “Bring All of Yourselves to Work” initiative on our campus.

Why bring all of ourselves to work when for years we’ve been taught to “leave all of that personal stuff at home”? Well, the research indicates that employees are more satisfied and productive in their work when they feel like they can be themselves at work – and this is especially true of the “new” generation of workers that are now beginning to fill our offices and teach in our classrooms. And perhaps even more important is the research that indicates that one of the critical factors in our students’ success is their sense of belonging with us and belief that they can succeed with us (part of what we call a “Growth Mindset”). By being ourselves at work, we create greater opportunities for our students to find the role models among us that make their belonging and believing more likely. As Bill Summerskill states (specifically in reference to LGBT), “. . . **they can imagine being successful when they see people like them succeeding.**”

Our increasingly diverse population of students have the best chance of succeeding when we provide them with the possibility of making a real human connection with the diverse range of people that we are, and are working to become.



## **Progress Report on Strategic Objectives for 2017-18**

### ***1. Continue to develop and/or modify existing policies and practices so that they represent intentional actions to build a culture that exhibits our Goals and Values.***

Many things are being done in this regard, but mostly by others. I think my most direct role in this this past month has been with our work on Freedom of Expression and related rules, and with new work to help us develop resources around Civil Engagement. The greatest benefits to be derived from our work toward being a more Diverse and Inclusive community will come only when we learn how to practice civil discourse across the diversity of identity, experience, and ideology that our community encompasses.

### ***2. Establish an educational experience that is increasingly designed around the student and for the student's success by fully implementing Guided Pathways.***

I think our participation on the Pathways Institute #6 in Seattle this past month represents another step toward the full implementation of this learning framework. Thanks to Jim Merryman and Linda Modrell for being a part of this!

### ***3. Establish facilities that support and enhance the teaching-learning experience by implementing and/or completing Bond Funded Projects.***

- As reported separately, we are seeing tangible progress on the Benton Center Project, with the approval of our zone change, the resolution of an easement issue, and the planning meetings with other Corvallis partners (including First Student) toward relocating our tenant, thereby freeing us to begin the physical renovation of our recently purchased building.
- In addition, the work on the Albany Campus to relocate our Mechatronics into a larger and newly repurposed space is proceeding well.

### ***4. Continue to improve our responsiveness to the changing needs of regional industries and other community employers.***

In conjunction with the relocation of Mechatronics noted above, we are working with area manufacturers and the FESTO Corporation to upgrade the curriculum and equipment for that program.

## **5. Establish greater Affordability for all students.**

- Bruce Clemetsen is leading our Affordability Workgroup, and we are already working on the focus areas and partners needed to help us mitigate the financial barriers for students to attend and succeed at LBCC. In an earlier email, I forwarded information about the great work of faculty and staff are doing to reduce textbook costs for our students, noting that  
“LBCC faculty's efforts to increase textbook affordability have saved students up to \$1,051,924 in 2017 alone. Since winter 2015, these efforts have saved students up to \$2,106,405 in course materials. This outcome is more than double the Textbook Affordability Steering Committee's original goal of saving students \$1 million by fall 2017. The committee has set a new goal of saving students \$5 million by fall 2019.”
- In addition, I am working with the Quality education Commission (QEC), Higher Education Coordinating Commission (HECC) and the Oregon Community College Association (OCCA) to help us develop a more effective strategy for securing financial support for our community colleges from the Oregon Legislature.
- Finally, I am working with Jess Jacobs and Justin Smith to develop a strategy for filling in some of the financial aid holes in the Oregon Promise, making its benefits more consistent with our mission of serving the “All” of our community.

## **6. Establish technology resources that support and compliment the classroom, creating new points of access and new levels of adaptation to student needs.**

- We have hired a new WEB designer and manager, working to make that communication tool even more supportive of our teaching and learning activities.
- We are testing new software to help us keep track of (and award credit for) individualized student activities like Tutoring and Fitness Training.

## **7. Establish a campus of true Equity and Inclusion.**

- As Bruce will present in more detail in his Report to the Board, we are making significant progress in supporting ethnic minority students’ access and success with us here at LBCC.
- Bringing All of Ourselves to Work: As I addressed in my introduction for this Report, I have been working both internally and externally in promoting a work and learning culture that encourages us to be more fully ourselves in the LBCC community, supporting improved work satisfaction and performance AND providing our students with a broader array of role models that help them to see the possibility of their own success with us.