

OUACHITA <hr/> TECHNICAL COLLEGE

Memo

To: Members of the Board of Trustees

From: Barry Ballard, President *BB*

Date: December 2, 2010

Re: Update on Various Issues

Below is a list of significant items and activities at Ouachita Technical College about which I think you will be interested. In this bi-monthly report to you, I try to include things that I think you would want to know about the operation and management of OTC that you probably would not otherwise read about in newsletters, email and reports received during the official Board meetings. These items are in no particular order.

1. THE ACHIEVING THE DREAM INITIATIVE HELPS THE COLLEGE TO CONTINUE HAVING IMPROVED SUCCESS RATES FOR ALL STUDENTS

Once in awhile we hear that someone has commented that the Achieving the Dream initiative is primarily aimed at serving minority students. This is a big misperception. We sometimes hear that same misperception voiced about our TRiO student support services program and our Career Pathways initiative both of which are designed to help low-income students with certain other disadvantages stipulated by the grant funders.

In the earlier part of this decade when we first became committed to improving the success of students that are most at risk of failing or dropping out short of graduation (we refer to them as high risk students), we began to study their characteristics and learned that they tended to be low income students and most of them had dependent children. When we studied the data further and disaggregated it, it, not surprisingly, turned out that our group of high risk students were composed of minorities at rates that were significantly higher than the minority rate for the total student body. Because of this, the minority rates of initiative participants in the AtD, TRiO, and Career Pathways programs are also significantly higher than the minority rate for the student body as a whole. Additionally, the AtD grant funders specifically required the College to give attention to students of color if it found achievement gaps when compared to Caucasian students. We have used all three programs to improve our overall retention and graduation rates for all students, not just minorities.

Now, we have several years of hard data from our AtD initiative and we know some of the results. The results are good. In 2004, the achievement gap in fall term to fall term retention between African American (AA) and Caucasian students was 6.72 %. By 2010, the retention achievement gap had been reduced to 4.74%. Additionally, the gap in student success rates (success here is defined as students who graduate, transfer to a university, or re-enroll at OTC) between AA and other students in 2004 was 8.08% and in 2010 the gap had been

reduced to 6.19%. We have increased baseline course success rates of AA students in Basic Composition from 53.66% in 2004 to 66.37% in 2010. Course success rate is defined as course completion with a grade of A, B, or C. In addition, the success rates for all students in Intermediate Algebra have been increased from 43.85% in 2004 to 53.10% in 2010.

We have helped our minority students succeed more, so that their success rates are much closer to the success rates of all other students. However, the main point is that **ALMOST ALL STUDENTS** at OTC have been helped by all the improvements because many more students of every color are succeeding in Intermediate Algebra (almost 90% of all new students have to take developmental math). Yes, we targeted success improvements for students of color in certain subjects. And, though we are proud to say that we achieved the targeted improvements as planned, we are also proud to say that those improvements helped a greater number of **ALL** students, both minorities and Caucasians, succeed as well. All student boats are now floating at a higher level because a caring, creative and intelligent faculty and staff feels that there is always room for improvement.

Other notable item relating to recent AtD activities include: 1) AtD figured prominently in our HLC reaccreditation papers, 2) The Assessment Committee has used Key Performance Indicators to identified Academic Reading as a potential area for improvement as we carry data-driven decision making forward into the new year, 3) AtD funded professional development for B. Keisler and P. Weak to attend the College Transitions Conference in Rhode Island, 4) J. Prince submitted AtD Fall Data, 5) T. Colananni graciously agreed to be the AtD Core Team Leader during the absence of Dr. Seals next semester, and 6) Drs. Brockman and Flores were on campus on October 7-8, 2010 for a consulting visit and they have been notified about our AtD Core Team Leader change.

2. OTC FOUNDATION INVESTMENTS STRONG & THE FOUNDATION BOARD IS PLANNING TO AWARD MORE SCHOLARSHIPS FOR THE SPRING 2011 TERM

The following shows the total of investments for the Foundation as of November 30, 2010:

Blackrock Global mutual fund	\$142,212	
AT&T Inc. Global notes - corporate bonds (sold 7/28/10)	0	(\$58,154)
AT&T Inc. stock (801 shares)	22,196	
Centerpoint Energy Inc stock (sold 7/27/10)	0	(\$11,480)
Duke Energy Corp stock (630 shares)	10,968	
Entergy Corp stock (253 shares)	18,036	
FPL Group Inc. stock (212 shares sold 7/27/10)	0	(\$11,288)
ConocoPhillips (COP) (bought 425 shares 7/28/10)	25,708	
Pfizer (bought 1522shares 7/28/10)	24,946	
Spectra Energy (bought 1081 shares 7/28/10)	25,695	
Dividends	39,120	
Farmers Bank & Trust CDs mature 2/26/11 & 8/26/10	200,000	
Summit Bank accounts (Scholarship, General and Bldg/Eqpt)	<u>40,953</u>	
Total all funds	\$527,573	
Net earnings after commissions and taxes	\$73,642	

Net earnings available for new scholarships after reserve
(50% of earnings restricted by Title III Fed. Grant until 10/1/13)
and previously paid scholarships \$ 23,821

The Foundation Board has awarded 23 recipients with 26 scholarships since fall 2009 for a total of \$13,000 in financial aid. The Foundation Board is planning to award 20 to 30 more scholarships for the spring term 2011.

3. FORMER EMPLOYEE CHERYL REED'S EEOC COMPLAINT NOT YET RULED ON

In her complaint dated August 2, 2010 (attached), Ms. Reed alleges that she was unlawfully terminated because of discrimination based on race, sex, disability, and retaliation. As you may recall, the College gave her notice of non-renew of her 9-month teaching contract on April 2, 2010 as a disciplinary action after repeated warnings about her excessive tardiness, after repeated warnings about excessive classroom cell phone use, and after falsification of a final grade. Both her immediate supervisor Mr. Pat Simms, Division Chair for Arts and Sciences, and Dr. Martin Eggensperger, Vice President of Instruction, had strongly recommended her nonrenewal. She appealed her nonrenewal and it was reviewed by the Professional Standards Committee, by the President, and by the Board of Trustees, all of which decided the nonrenewal should stand.

In my last report, I included our response to the EEOC on the charges of discrimination by Ms. Reed. Ms. Amanda Abernethy, Assistant AG, had reviewed and edited our written response. We expected that the EEOC would have issued a statement of "No findings" and given her the right to sue within ninety days before now. We have had a minor amount of contact with an EEOC investigator who wanted to negotiate with Ms. Reed to see if she would settle the matter, but he clearly understood that the College would make few concessions, if any, and would not consider hiring her back. The investigator also learned that Ms. Reed had harassed us with 41 different "Freedom of Information (FOI)" requests. I really think that we will hear from them before the Christmas holidays.

4. THE COLLEGE HAS RESPONDED TO A RECENT COMPLAINT FROM THE OFFICE OF CIVIL RIGHTS, UNITED STATES DEPARTMENT OF EDUCATION

The OCR complaint charged that the college had discriminated against mobility impaired (wheel chair bound) students and citizens because we did not provide facilities (buildings and rooms, offices and restrooms within the buildings) that were accessible to those persons in violation of Federal laws and regulation, e.g., provisions of the American with Disabilities Act and Title IV of the Higher Education Act. The complaint listed most of our buildings including the new Arts and Sciences Building, the relatively new Allied Health Building, the Automotive Building, the Cosmetology Building, and Buildings A, B and C among others. The complaint also charged that we discriminated against persons because we failed to designate a "Section 504 Coordinator" who must be available to work with mobility-impaired persons to arrange reasonable accommodations to ensure access to facilities and success as a student.

We were given 30 days to respond to the complaint and to provide the data and information requested in the complaint. We sent in the requested items by October 17, 2010, the 30th day and our response included a broad denial of any of the violations alleged. We have received an acknowledgment from OCR that the items had been received and were under review.

I talked with the Civil Rights Specialist who sent us the complaint and requested the identity of the person who made the complaint. That request for the identity of the plaintiff was denied. He did indicate that a complaint did not necessarily have to come

from a student or employee, but could legitimately come from any citizen. During the last ten years we have received a few informal complaints from students that were resolved by our Handicapped Student Coordinator in the Student Affairs Division, but no formal complaints have been received and no complaints have been received that were so broad and pervasive as this one. The OCR Specialist suggested that their office would likely send a team to inspect our facilities first hand to determine if any violations existed.

We have suspected that the complaint had been made by Cheryl Reed because of the timing and because some of her many FOI requests included requested documents relating to a Section 504 Coordinator and alleged complaints of discrimination against handicapped persons. However, a couple of other state colleges have received similar OCR complaints and it turned out that the origins of the complaints were from an enterprising law firm in Mississippi who was offering consulting services to institutions that had been found to be in violation. For now, we wait.

5. UPDATE ON HIGHER LEARNING COMMISSION'S CONSIDERATION OF OTC'S REQUEST FOR REACCREDITATION

Ms. June Prince will provide a detailed update on our progress during the upcoming Board meeting set for December 7, 2010. The HLC Visiting Team was on campus for three days in September and decided to recommend reaccreditation. The Team wrote a report to document their reasons for their recommendation and sent us a draft. We reviewed the draft and identified a few errors of fact that were insignificant and unrelated to the recommendation. In the last few days, the HLC has posted the finished Team report to the HLC official web site and it has appointed a 2-member Review Panel to review the report and all of OTC's documentation to determine if the documentation sufficiently supports the Team's recommendation for reaccreditation. The Review Panel could decide to support or amend the Team's recommendation in its report to the Commission. The Review Panel should complete its work before the Christmas holidays. For now, we wait.

6. ACQUISITION AND REMODELING OF CARQUEST BUILDING AS A SOLUTION TO THE NEEDS OF THE COSMETOLOGY PROGRAM IS NOT RECOMMENDED

We carefully and thoughtfully considered the acquisition of the CarQuest building that is located on Moline Street near the campus as a possible solution to several facility challenges we perceived. We liked the location and visibility of it especially for our college-level Cosmetology program. In addition, the metal pole barn on the site could be helpful for our Maintenance Department and for shipping/receiving. The building and land was appraised for about \$370,000 as a commercial property and the owner suggested that it might take less and donate the balance. We worked for more than a month with our architect on various versions of a remodeling of the building to accommodate the instructional space needs of Cosmetology, but the cost estimates kept running close to \$550,000. When we add the acquisition cost (pick a number) and some costs related to signage, landscaping and parking pavement, we came up with a very big number.

The tipping point came when we learned that we could not get ADHE/AHECB approval to borrow money to acquire new property. We can get approval to build new buildings or remodel existing buildings on property the College already owns. To acquire the CarQuest building from Summit Bank would require that we pay for it with our fund balance. Our fund balance is around \$750,000 and we have been working hard to get it up above \$1 million as

recommended by ADHE and NACUBO. Our payroll runs over \$200k every two weeks so we only have about a six to eight-week cushion should the state experience cash flow and revenue short falls. Neither Dr. Coomer nor I are comfortable with the idea of spending one-third to one-half of our small fund balance to acquire building and land that would cost us more than another \$550k, in borrowed funds, to make it useable.

Therefore, we are now going to recommend to you that we borrow about \$500k to remodel and expand the existing college Cosmetology building. ADHE has the money to loan out for less than one-half of one percent interest rate. The Cosmetology building has some code problems, it is too small for the current and expanding program, the electrical system is critically overloaded considering the heavy use of hair dryers, blow dryers, curling irons, and an assortment of other appliances required in the instructional program. The College owns 40 acres and it is currently using less than half of it. Land is no problem. We think it is more prudent to borrow remodeling money at a very low interest rate to meet the facility needs of this program and keep it on the main campus while conserving and, adding to our fund balance eventually growing it up to at least \$1million. In these challenging economic times it seems to us that prudence would be better than taking a risk that we could recover from a serious funding shortfall as colleges in more than 40 states have suffered even this year.

7. WE ARE PLANNING A NEW PROGRAM TO IMPROVE THE SUCCESS OF NEW STUDENTS WITH ACADEMIC SKILLS SO LOW THAT FAILURE IS PREDICTED

For almost a year, we have been working on an alternative remediation program for students who have academic skills so low that we can accurately predict their failure when they are admitted to College. After studying the data on the academic skills of entering students it is clear that when we assess their skills as requiring developmental math, reading and composition with any one of these areas being at or below the 6th grade level, we can predict with a high degree of confidence that failure is eminent regardless of other interventions or support services.

The alternate program under development for the 20 to 30 students who annually seek admission to OTC with skills this low is a delayed college admission, a prescribed and targeted competency-based academic skills development program operated by the Adult Education program on the OTC campus coupled with a job skills development component (WAGE certification or workforce program offered by the Career Center) until the student can demonstrate improved academic skills by being assessed at a level that enables College officials to predict success instead of failure.

Upon implementation of this program next summer, 2011, OTC will no longer be able to operate with an open admission policy for all students with a high school diploma or a GED. We will have to have an open admission policy contingent upon demonstrated academic skills suitably high that college success can be predicted. For the small number of other students we will need to have a "delayed admission policy" or some other admission policy that supports this alternative program. Very soon, we will be bringing a proposal to you for the consideration of a new and very different admission policy. This development of this new program is being supported by officials at AATYC, ADHE, ADCE and by our faculty and staff.

END This concludes my report for this period. We look forward to seeing you for our 5:00 p.m. meeting on Tuesday, December 7, 2010. A light dinner snack and sweets with beverages will be available for you after 4:30 p.m. in the Board Room where we will have the meeting. Future Board meetings in 2011 are currently scheduled for January 25, March 29, May 31, July 26, September 27, and December 6.

The annual Trustee Conference for members of the boards of trustees of the state education boards and the state colleges and universities will be at the Pulaski Technical College, North Little Rock, AR on Friday, December 10, 2011.

The RN Pinning ceremony is scheduled the same evening as the Board meeting (12/7/1011) at 6:00 p.m. at the First Baptist Church. I plan to go to it if it will not be too late. The LPN Pinning ceremony is Friday evening December 10, 2011 at 6:00 p.m. also at the First Baptist Church.

Thanks again for your commitment, many contributions, and support.

Enclosures: The OTC Foundation Investments report and the Cost Estimate for remodeling the CarQuest Building

OUACHITA
TECHNICAL COLLEGE

Memo

To: Members of the Board of Trustees

From: Barry Ballard, President *BB*

Date: May 19, 2010

Re: Update on Various Issues

Below is a list of significant items and activities at Ouachita Technical College about which I think you will be interested. In this bi-monthly report to you, I try to include things that I think you would want to know about the operation and management of OTC that you probably would not otherwise read about in newsletters, email and reports received during the official Board meetings. These items are in no particular order.

1. AN OTC COLLEGE READINESS TRANSITION TASK FORCE IS STUDYING ADMISSION REQUIREMENTS, ABILITY TO BENEFIT, & JOB TRAINING

I recently appointed a task force of OTC faculty and staff to study a serious problem that we have had for years. It is a problem that every college in Arkansas has had for years. That problem is this: OTC has been admitting students that cannot succeed at college-level course work. OTC and most other 2-year colleges have an open door admission policy that states, "If an applicant has a high school diploma or a GED and provides assessment scores (such as ACT or COMPASS scores so the college can place them in courses that they can predictably pass) then they can be admitted.

In years past, colleges did not much care if students failed and dropped out. But now, we do care, political leaders now want us to retain more and graduate more students, state higher education agencies want us to spend fewer higher education funds on developmental education, there is a new emphasis on improving the effectiveness of developmental education, and there is a new wave of law suits from students and their families who had been admitted to college, ran up thousands of dollars in student loans, and now claim that the college they attended should never have admitted them because of their low intelligence and mental retardation. Just last year we admitted two students who had regular high school diplomas from accredited Arkansas High Schools who, as it turned out, could not succeed in our lowest developmental education courses. After it became clear that they were struggling with middle school-level arithmetic and writing, we learned that they had been special education students throughout their public schooling and had Individualized Education Plans (IEPs) that did not require that they do high school-level schoolwork.

We have charged this task force to review the national literature in this problem, study the data on our own students, and come up with a proposed solution to the problem. We do not want to just turn applicants away and say, "You cannot come in because we cannot predict that you can succeed." We want to also create an alternative program that meets three criteria: 1. It is low or no cost because if they are not admitted to college than they will be ineligible for federal student financial aid; 2. They will have access to an educational program where they can develop their academic skills (reading, writing and arithmetic) to the point where they can be expected to succeed in college developmental courses and eventually succeed in college-level courses, and 3. They will have access to an educational program that will provide them with specialized and relevant job skills with credentials to show for it.

I am making a presentation during the upcoming Board meeting to share the details on how we think this might be done. It has never been done in the State of Arkansas, but several state agencies are interested in and supportive of our planning, so far. The task force consists of faculty members, College staff, the Executive Committee members, the director of Arkansas Department of Higher Education, the Arkansas Department of Career Education, and representatives from the Arkansas Association of Two Year Colleges, the Literacy Council, and Southern Good Faith Fund. The task force had its first meeting on May 7, 2010 and the next meeting is June 18.

2. OTC FOUNDATION BOARD MEETS JUNE 3 TO GIVE MORE SCHOLARSHIPS AND TO PLAN 3RD ANNUAL BINGO BASH

The following shows the total of investments for the Foundation as of May 18, 2010.

Blackrock Global mutual fund	\$133,780
AT&T Inc. Global notes - corporate bonds	53,555
AT&T Inc. stock (801 shares)	20,586
Centerpoint Energy Inc stock (791 shares)	11,288
Duke Energy Corp stock (630 shares)	10,716
Entergy Corp stock (123 shares)	19,663
FPL Group Inc. stock (212 shares)	11,191
Farmers Bank & Trust CDs mature 2/26/11 & 8/26/10	200,000
Summit Bank accounts (Scholarship, General and Bldg/Eqpt)	<u>22,833</u>
Total all funds	\$483,612

The following dates are currently being discussed for the Big Bingo Bash: Friday, August 20 or Friday, August 27. If you are aware of any conflicts with either of these dates, please contact Amber Childers at 332-0234 as soon as possible to let her know. In addition, if you would be interested in being a sponsor for this event or if you know of some business that would be interested in the advertising value of a sponsorship, please Ms. Childers.

The next OTC Foundation Board meeting is scheduled for Thursday, June 3. The Foundation Scholarship Committee will meet prior to the Board meeting, review scholarship applications, and select 10 of them to recommend to the full Foundation Board. The Board will want to approve 10 more \$500.00 scholarships (\$5,000 total) for the fall 2010 semester and it has the cash money in the scholarship account to do it. The Foundation Board has already approved 19 scholarships since the Fall Semester of 2009 and administered almost

\$10,000.00 in scholarship money thus far. Two of those students received the scholarship for 2 semesters consecutively. The scholarships are for \$500 and one semester, but students can apply for additional semesters. I have attached a list of the recipients that includes where they reside and what degree they are/were pursuing.

3. MEN ON A MISSION (MOM) SEES GRADUATION SUCCESS OF MEMBERS

As you know, OTC's Men on a Mission (M.O.M.) student organization was established to provide leadership and educational opportunities designed to enhance college engagement and retention and which will promote community and organizational involvement for African American male students. The organization is comprised of African American male students wanting to excel academically, spiritually, and professionally in their communities. M.O.M provides African American students with skills and ideas that are utilized on a daily basis, such as interviewing skills, conflict resolution, resume writing, and dressing for success. M.O.M. serves as an on-campus organization for retaining current college African American men as well as a career path for African American men in the community wanting to attend Ouachita Technical College. This social networking system, which linked with the College's Achieving the Dream initiative, will contribute to improved success in college and retention of African-American males through to graduation and employment.

This semester several of our men embarked on a journey to changing their lives for the better, we started this journey with 11 men wanting to change their lives and become the men their families would cherish and their children would look up to and on May 8, 2010, 7 of those 11 graduated and completed their journey to becoming the person they wanted to be. Men on a Mission have had nine men at Ouachita Technical College complete a certificate/ degree. This accomplishment will bring the completion rate of our first cohort receiving a degree and/or certificate to 64%. We feel it is a step in the right direction. Men on a Mission is continuing to do their part in assisting African-American males reach the finish line, as well as networking in our community and recruiting more males to our college.

4. ADULT AND WORKFORCE TRAINING BUSINES IS PICKING UP

The OTC Even Start Family Literacy Program continues having success. Our State Even Start Coordinator has informed us that our Even Start program will be allocated almost \$90,000 during the FY 2010 – 2011. This is about \$15,000 more than we received during FY 2009-2010. Twelve families received comprehensive family literacy services from July 1, 2009 thru May 2010. This number included 12 adults and 22 children. The OTC Even Start Family Literacy program met all the requirements this year to be classified an Arkansas Best Choice Program (ABC). This is recognition and an honor that many child development programs do not meet. We currently have 41 families on our waiting list, which include 6 pre-school children, 29 infants, and 26 toddlers. We are limited only by our space because many of these families would be able to pay with the benefits from our Career Pathways.

Industry training classes that were recently conducted include: 1. CoorsTek in Benton – Training Classes (Customized training in Customer Relations for sales staff – Completed; Intermediate Excel Training – Currently on going; Geometric Design – the proposal is under development); and OTC officials are in discussion about providing consultant services for the design of an expanded plant, 2. Flakeboard in Malvern have recently completed two training classes in intermediate Excel (Microsoft); the company requested a Leadership Training program proposal and it is under development; the company requested a proposal

for Advanced Excel Training and it is under development; 3. Pactiv in Malvern recently saw the completion of Spanish language training classes for employees, and Pactiv Corporate is sponsoring Spanish interpretation and document translation; 4. The West Fraser Company has requested a proposal for Machine alignment Training for employees; and 5. Petit Jean Poultry in Arkadelphia has requested information on Industrial Spanish training classes for employees.

The OTC partnership program with Malvern High School in Industrial Maintenance Technology / Aviation Program has been successful and we plan to double the size of the program for the fall of 2010. Student participation in the program is going from 14 to a maximum of 30 students beginning this fall. This will involve the addition of another instructor and Industrial field trips are being planned for this class at the Henderson State University Aeronautics program in Arkadelphia and at the Malvern Airport.

The OTC Adult Education program continues to grow and be successful. In the Fall of 2010, we will open an ABE school at the Arkansas Department of Correction - Benton Work Release Center. This program will increase our numbers served substantially. On June 24, 2010 we will hold a GED Graduation for Ouachita Area Adult Education Center and the OTC Sheridan Adult Education Center which will graduate about 100 students. This is the largest graduation class ever.

5. PREPARATION FOR HIGHER LEARNING COMMISSION REACCREDITATION

Ms. June Prince will provide a detailed update on our progress during the upcoming Board meeting. The writing of the self study is going well. The HLC Visiting Team will be on campus for three days in the fall beginning on Monday, September 20, 2010. During the Team Visit, the members will be visiting with faculty, staff, students, members of the public and **members of the Board of Trustees** for the purpose of verifying all the findings in the self study.

To prepare the faculty and staff for the team visit, we will conduct an "all hands" meeting to review the findings of the self study and review the kinds of enquiries that the visiting team members are likely to make. That staff meeting will probably occur on Friday, September 17 or a late Friday in August.

We would like to have a similar meeting with the Board of Trustees. One option the Board might want to consider is rescheduling the regular meeting currently set for Tuesday, September 28, 2010 to a Tuesday afternoon earlier in the month, say September 14, which is just six days before the team arrives. During the earlier meeting, the Board could conduct regular business and also receive a detailed review of the self study findings and some preparation for the visiting team. On Monday or Tuesday, September 20 or 21, 2010, the visiting team will want to meet with the Board. This meeting is typically done at a lunch or dinner meeting. After the meeting convenes, Ms. Prince and I will make introductions of both the team and the Board and then we will excuse ourselves, because they will prefer that we not be present. In fact, the team members will have very little contact with administrators during the visit, although they will give us the courtesy of an exit interview to review their significant findings and their general impressions. We will likely know if they are going to

recommend full, ten-year reaccreditation when they walk out of the door headed for the airport.

END This concludes my report for this period. We look forward to seeing you for our 5:00 p.m. meeting on Tuesday, May 25, 2010. A light dinner snack with sweets and beverages will be available for you after 4:30 p.m. in the Board Room where we will have the meeting. Future Board meetings in 2010 are currently scheduled for July 27, September 28, and December 7. You are invited to be our official guests at the **GED Graduation** at the Malvern Community Center on Thurs, June 24 at 7:00 p.m.

Thanks again for your commitment, many contributions, and support.

Attachment: ⁵ *M.O.M and Foundation Scholarship recipients*

OUACHITA TECHNICAL COLLEGE

Men on a Mission

	Fall 08	Sp09	Fall 09	Sp10			
Kerry Scholes	3.38	2.64	2.65	Sp10	Graduated, has job at Xerox		
Manuel Jones	2.33	2.45	2.14	AAS,TC,CP	Graduated, has job at Xerox		
Derick Watkins	2.5	1.98	1.98	TC,CP	Graduated, has job at Advanced Auto Parts.		
Willis Berry,	0						
Kelcy Stuart	2.55	2.58	2.68	AAS,TC,CP	Graduated, has job at St. Vincent Hospital		
Kenneth Brown	2.19	2.18	2.25	AAS	Graduated, No job as of 5-20-2010.		
Roy Terrell							
Kevin Hale	2	TC	W				
Leslie Webb	W						
Randy Morris	3.41	3.33		AAS	Graduated, has job at OTC		
Micheal Smith	1.65	1.79					
Retention Rate	10/11 (91%)	9/11 (82%)	6/11 (55%)	6/11 (55%)			
Willie Newborn			3				
Willie Allen			3.16				
Niles Reynolds			0				
Darrell Hughes		3.21	3.14				
L'Keith Irving		0					
Jason Fike		3.88	3.67	AS,TC,CP	Graduated, No job as of 5-20-2010		
Robert Ellerd		3.91	3.88	AAS	Graduated, transferring to HSU.		

OUACHITA TECHNICAL COLLEGE

Men on a Mission

Bryson Turner	2.18	1.71		
Justin Simmons	R.I.P			
Tony Lomack (WFC)	EM:IC		has a job at Auto Zone	
Matthew Luster				
Seth Harris	0			
Retention Rate	12/12 (100%)	8/12 (67%)	8/?	
Robert Hunter (WFC)				
Eric Johnson	2/2 100	2/?		
Retention Rate			Has a job at Big Red	
Garrett Gray				
Jerone Edwards				
Phillip Cooper				
Butch Taylor			Has a job at Xerox	
Winston Wainscott				
Fall 08 Cohort				
Spring 09 Cohort				
Fall 09 Cohort				
Spring 10 Cohort				
Symbol for attained Cert./Degree				
Received C of P	CP			
Received TC	TC			
Received Associates	AS			
Received Employability Cert.	EM			
Received Clerical Cert.	CC			
Received Industrial Cert.	IC			
Received CRC Cert.	CRC			

OUACHITA TECHNICAL COLLEGE

Fall 2009 Foundation Scholarship Recipients

<u>Student</u>	<u>Residence</u>	<u>Pursuing</u>
Robert Ellerd	Malvern	Associate of Arts
Christopher Hardwick	Haskell	Associate of Arts
Patrick Mbawuike	Little Rock	Practical Nursing
Megan Reeves	Benton	Associate of Arts
Kenneth Swiger	Donaldson	Associate of Arts

Spring 2010 Foundation Scholarship Recipients

<u>Student</u>	<u>Residence</u>	<u>Pursuing</u>
Amy Cain	Malvern	Practical Nursing
(2) Robert Ellerd	Malvern	Associate of Arts (awarded in Fall)
Jodie Flinn	Benton	Practical Nursing
(2) Christopher Hardwick	Haskell	Associate of Arts (awarded in Fall)
Jeanna Harper	Gurdon	Practical Nursing
Lloyd Howerton	Malvern	Business Management
Inesha Lewis	Benton	Associate of Arts
Shaunda Mann	Benton	Practical Nursing
Katherine Martin	Bismarck	RN
Katie Riley	Benton	Practical Nursing
Ronald Theiss	Sheridan	Practical Nursing
Tina Whitworth	Malvern	Associate of Arts in Teaching

OUACHITA
TECHNICAL COLLEGE

Memo

To: Members of the Board of Trustees

From: Barry Ballard, President *BB*

Date: March 24, 2010

Re: Update on Various Issues

Below is a list of significant items and activities at Ouachita Technical College about which I think you will be interested. In this bi-monthly report to you, I try to include things that I think you would want to know about the operation and management of OTC that you probably would not otherwise read about in newsletters, email and reports received during the official Board meetings. These items are in no particular order.

1. OTC FOUNDATION DONATIONS AND GETS GOOD INVESTMENT RETURNS

The Southern BanCorp in Malvern donated \$2,000 to the Foundation this month. This \$2,000 donation completed the company's pledge of \$10,000 that it made five years ago. This donation is gratefully received and deeply appreciated. Though we did not expect otherwise, we are also grateful that the bank was faithful in fulfilling its pledge especially when the tough economic conditions would have been plenty of justification for the bank to delay the donation until better times.

Attached is a summary of Foundation's Scholarship Endowment investments that have been managed by the Investment Committee. We have had extraordinary results with the investments. The Foundation approved 5 scholarships last year and 12 more this year, all of which have been paid out of earnings, which is consistent with the requirements of the endowment. The summary shows that the endowment has a total of \$485,026, has had net earnings of \$50,469, and has paid out \$8,500 in scholarships to 17 students so far.

2. OTC's ACHIEVING THE DREAM INITIATIVE IS MAKING GOOD PROGRESS

The faculty and staff managing the Achieving the Dream Initiative has been busy since the last update. Here is what has been going on recently:

- A. Three newspaper articles released for publication (attached)—in addition to the ones on the name change;
- B. New electronic signage going up in Arts and Sciences and Administration entryway, in cooperation with SGA;
- C. Communication Team met and continues to explore ways to better communicate with students;

- D. All of the data and reports have been archived and arranged in the Library Resource Center and on OTC's Intranet, "My OTC;" 5. AtD Thumb Drives have been shared for the Brother and Sister Recruiting Chat, Orientation, and Face book competitions;
- E. The single developmental course "Basic Writing" has now replaced two courses "Basic Grammar and Basic Composition" in the Fall Calendar after approval from the Faculty Council and Instructional Affairs;
- F. OTC Math Faculty have taken the Compass exam to analyze the math skills tested so they can reconfigure Intermediate Algebra curriculum and they determined that almost one-third of the material in the Intermediate algebra course may not be needed to score well on the Compass assessment and to be prepared for the next course – College Algebra;
- G. Math and English Faculty have worked with Student Affairs personnel on test out scores for basic skills courses due to the mandates of Act 971;
- H. AtD hosts an "everyone invited" Roundtable discussion to share info on all three AtD initiatives and most faculty and staff attending were amazed at all the progress being made;
- I. A new section in OTC's Intranet "My OTC" now includes an AtD drop down tab and numerous AtD documents that are now posted there;
- J. Denise Raney from Nuventive came to campus on March 17 and presented a demonstration of Tracdat, an assessment software system, that we are considering for help with data collection on this initiative and on other weak areas identified in HLC the Self-Study;
- K. Mr. Billy Francis and Dr. Ballard presented a program at the statewide African American Male Initiative Conference at UALR in Little Rock;
- L. Mr. Ronnie Thompson attended AtD's presentation on Civic Engagement at NPCC and plans to attend the Student Success Symposium with Ms. Kathy Lazenby, Dr. Henderson, and Dr. Ballard at UCA on March 31st.;
- M. Ms. Donna Hill has been working with OTC's Student Affairs Division and has drafted a letter to invite students who test out of Academic Reading to pre-test with the Compass e-Write to also skip the Basic Writing developmental course;
- N. AtD activities and results have been widely cited in the HLC Self-Study by the five criterion committees, and
- O. The AtD Core Team is preparing for the Facilitators' Visit (Dr. Brockman and Dr. Flores) on April 22 and 23 and plan to have their help to edit our Annual Narrative due to MDC on April 30, 2010.

3. WORKFORCE TRAINING HAS SUCCESS AND GENERATES EXTRA REVENUES

The month of January has been very busy for our Workforce Training staff, but it is good to get the new academic year under way in this fashion. The first semester of the IMT/Aviation (JAG) program is complete and the results are pleasing. The class started with 14 students and it finished with the same 14 students. Since the number one priority of the program is to help keep these high school students from dropping out, the staff certainly accomplished its primary goal. The students also learned a great deal about the aviation industry. All the expenses are covered by the 3-year, \$110,000 U.S. Dept. of Labor (DOL) Community Based Job Training (CBJT) Grant and an \$80,000 two-year grant from Malvern Public Schools.

With the first semester completed, the USDOL Grant Administrators will be billed for approximately \$13,500 for instruction expenses, tools, supplies and materials utilized during the fall 2009 term and the Malvern Public Schools will be billed \$20,000 to cover grant administration, overhead, educational training fees, and building use. Two students have dropped out of the IMT/Aviation (JAG) program but have remained in high school. Both had scheduling problems with other required graduation credits (P.E. and Math) that could not be satisfied by the IMT/Aviation class work. The 12 remaining students are an ideal class size that is a bit more manageable especially with regard to lab work. Both parents and the high school administrators are very pleased so far and these students are one more semester closer to graduation.

A training program in Industrial Spanish was recently completed with PACTIV Corp. in Malvern through the Existing Workforce Training Program (EWTP) administered and partially funded by the Ark. Economic Development Commission (EDC). The OTC administrative fee collected was around \$400. In addition, OTC was notified on Tuesday, March 19, 2010 that the corporate office for PACTIV has just approved a continuation of The Industrial Spanish Program that will include interpretation, document translation, possible computer software applications and signage. This is not covered by EWTP and PACTIV will be billed directly by the college. OTC Workforce Training staff will soon be meeting with PACTIV corporate officials about the expanded program that has a lot of potential for many of the industries in this area. Our Spanish instructors and interpreters are excellent and several other industries in the area have expressed interest in a similar program. Some industries employ full-time translators and interpreters but have asked about cost effectiveness with regard to our program.

Mr. Mike Kolb has been OTC's representative as the principle member of four consortiums that includes all 22 of the two-year schools. The number of email messages, meetings and teleconferences are growing as Governor Beebe continues to push the two-year colleges extremely hard toward these cooperative arrangements. These several partnerships and consortia enhance our ability to secure other grants.

Our Workforce staff is still very involved with Henderson State University on several projects. Their Small Business and Technology Development Center just completed four training sessions on the OTC campus. HSU is also awaiting final FAA approval for the proposed Air Traffic Control School. This project also looks very promising. Our staff has already met with the HSU Aviation staff concerning some type of interactive partnership with them. In meets regularly with various committees at HSU and we partner with them on projects. A very productive spring term and summer session is our staff is expecting to double the enrollment of the high school IMT/ program in the fall of 2010.

UNGE COMMITTEE HAS FINAL REPORT & RECOMMENDATION

After the Board's approval, we appointed a committee and began working on a plan for the college in September. We developed a plan for this work and a committee that was presented to the Board at the September meeting. The committee (NCC), made up of faculty, staff, students, members of the community and members of the Malvern-Hot Spring County community met and began surveying the campus and community to solicit proposed new

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names. The NCC received new name recommendations from almost 200 people. Committee members vetted those proposals and presented a list of the nine top names to you on December 1, 2009. The committee has since conducted additional surveys and had several meetings this year to narrow and refine the list from the nine possible names down to just a few. Three names were mentioned to you in January 2010.

After additional work, development, discussion and consideration, the Committee has now prepared a recommendation for two names, including a background and rationale statement for each of them as well as some samples of how the names would look when presented in different ways and a few different examples of graphic logos for each. The two names are **College of the Ouachitas and Diamond State College**. I like both of these names and most surveys of various groups that we have surveyed indicate that equal numbers of interested parties prefer one of the names or the other. It is just about split 50%/50%. I think that both names are good ones and that either one will help us in the future.

The Name Change Committee members are: Martin Eggensperger, Chair; John Cole, Board of Trustees; Mike Burris, State Representative and local citizen; Luke Adams, honor student and association representative (PTK President); Robert Ellerd, honor student and Student Government Association representative (SGA President); Terri Colananni, OTC Faculty; Marvin Schultz, OTC Faculty; Nikki Lackey, OTC Faculty; Tony Hunnicutt, OTC Faculty; January Schultz, OTC Faculty; Amber Childers, OTC Staff; Linda Johnson, OTC Staff; and Marshel Johnson, OTC Staff.

The timeline for the name change includes the following:

- A. The Name Change Committee (NCC) was appointed in early September 2009;
- B. The NCC developed proposed rationale and criteria statements that were approved by the Board on September 28, 2009;
- C. The NCC conducted surveys and focus group meetings in October and November 2009;
- D. The NCC reports on activities to date and presents a list of the top nine proposed new names to the Board of Trustees on December 1, 2009;
- E. The NCC continued to analyze survey data, receive input, conduct meetings with groups, and reported the top three names to the Board of Trustees on January 26, 2010;
- F. The NCC continued its work and deliberations during the spring of 2010 and has reported the top names and its findings to the Faculty Council, Division Chairs, and Executive Committee during the month of March 2010 and will make its final report of the top two names to the Board of Trustees by the March 30, 2010 meeting;
- G. At the March 30, 2010 meeting, the Board will receive the recommendations of the Committee and will have to determine what procedure it wants to follow to make the final decision. The procedures that could be used to arrive at a name change include: (1) The Board members could individually discuss the strengths of the two names and their preference in an attempt to arrive at a consensus of the members as a group after which the Chair would entertain a motion to approve one of the two recommendations by a vote of the members present; (2) The Board members could wait for two months until the next regular Board meeting to give them time to talk with citizens in the community about the relative merits of the two recommendations then

- come together on May 25, 2010 and then make a final decision; or (3) some other method or procedure to review the recommendations and make a final decision.
- H. Either or both the local State Senator and/or State Representative will have to introduce legislation to officially and legally change the name after the 88th Arkansas General Assembly convenes on the second Monday in January of 2011. Only the Arkansas Legislature can change the name of the institution.

5. PREPARATION FOR HIGHER LEARNING COMMISSION REACCREDITATION

As you well know, the college is in the midst of developing a self-study report in preparation for the reaffirmation of its accreditation with the Higher Learning Commission. Virtually all full-time employees and many part-time employees have been participating on one of five study committees.

These committees have been collecting and analyzing evidence related to one of the five Criteria for Accreditation for more than a year. Each of the committees has now documented their findings in reports their Chairs submitted to the Steering Committee on February 26.

Results produced by this evaluation process will culminate in a Self-Study Report that documents how OTC meets the Commission's Criteria for Accreditation and that identifies institutional strengths and areas of needed improvement. The Self-Study Report will be submitted to the Commission and to the peer evaluation team in July, approximately eight weeks prior to their September 20-22 visit. The four-member visiting team will use its time on campus to verify the findings in the Self-Study Report and to guide its own evaluation. While on campus, the team will meet with a variety of college stakeholders.

After the visit, the evaluation team will present its findings to the college and to the HLC Readers Panel for review. Recommendations from these two groups will be forwarded to an Institutional Action Council for final action; the HLC Board of Trustees will validate this action by February 2011.

This is the college's fourth comprehensive HLC visit since becoming a college in 1991. OTC's first affiliation with the HLC was as a Candidate for Accreditation granted in February 1994. In February 1996, the college received a five-year initial accreditation; in February 2001, OTC's accreditation was reaffirmed for ten years.

Sometime this summer, say about the time of the Board's July 27, 2010 regular meeting, we recommend that we have a Board retreat to brief the members on the self-study report and to help the members become prepared to answer the questions that will likely be made by the members of the HLC Visiting Team during the September visit.

END This concludes my report for this period. We look forward to seeing you for our 5:00 p.m. meeting on Tuesday, March 30, 2010. A light dinner snack with sweets and beverages will be available for you after 4:30 p.m. in the Board Room where we will have the meeting. Future Board meetings in 2010 are scheduled for May 25, July 27, September 28, and December 7. You are invited to be our official guests at the several end-of-the-school-year ceremonies that include:

- A. **OTC Awards Ceremony**, Friday, April 30, 2010, at 6:00 p.m. in the OTC Great Room.
- B. **LPN Nurse Pinning Ceremony** at the First Baptist Church, Thursday, May 6 at 7:00 p.m
- C. **OTC Graduation** at the Malvern High School Auditorium on Saturday, May 8 at 2:00 p.m and,
- D. **OTC GED Graduation** at the Malvern Community Center on Thurs, June 24 at 7:00 p.m.

Finally, we need to schedule two Board retreats. The first one in early to mid May, say the afternoon of May 11, for 3 to 4 hours to review a draft of our 2010-11 Annual Budget, the final version of which we will ask you to approve at the regular Board meeting scheduled for May 25, 2010. The Board's By Laws indicate that the Board's Finance Committee will conduct this review annually and the Board has previously decided that the Finance Committee shall be a "Committee of the Whole" so all Board members can be included in the review. During this retreat, we will also review and update, if necessary, the OTC Strategic Plan. Reviewing the Strategic Plan at this time will also strengthen our Self-Study Report. This retreat could happen any time between May 10 and May 25, 2010.

The second retreat needs to happen in July or August. This retreat will help the members of the Board prepare for questions that they will get from the members of the HLC Visiting Team during their visit on September 20-22, 2010. This retreat could happen a couple of hours before the regular Board meeting on July 27, 2010 or at any other time before mid September that would be convenient to the Board.

Thanks again for your commitment, many contributions, and support.

3/17/2010

OUACHITA TECHNICAL COLLEGE FOUNDATION
INVESTMENTS

				ASSETS VALUE	GAIN/LOSS
BLACKROCK GLOBAL(mutual fund)					
MDLOX	3/10/2009	7423.905 shares	\$ 13.47	\$ 100,000	
	3/17/2010	7423.905 shares	\$ 18.18	<u>\$ 134,967</u>	\$ 34,967
		cash		\$ 2,303	\$ 2,303
TOTAL				<u>\$ 137,269</u>	<u>\$ 37,269</u>
AT&T INC GLOBAL NOTE(corporate bond)					
	3/10/2009	\$50,000 MATURE 2/15/2019 corp bd@5.8%		\$ 50,005	
	2/2/2010	\$50,000 MATURE 2/15/2019 corp bd@5.8%		<u>\$ 53,161</u>	\$ 3,156
		cash		\$ 394	\$ 394
TOTAL				<u>\$ 53,555</u>	<u>\$ 3,550</u>
AT&T Inc	2/25/2010	801 shares	\$ 24.71	\$ 19,791	
	3/17/2010		\$ 25.89	<u>\$ 20,738</u>	\$ 947
Centerpoint Energy Inc	9/28/2009	791 shares	\$12.60	\$9,967	
		dividends			\$150
CNP	3/17/2010		\$14.46	<u>\$ 11,438</u>	<u>\$1,471</u>
Duke Energy Corp(DUK)	9/28/2009	630 shares	\$ 15.80	\$ 9,954	
		dividends			\$151
	3/17/2010		\$16.63	<u>\$ 10,477</u>	<u>\$523</u>
Entergy Corp(ETR)	9/28/2009	123 shares	\$ 76.72	\$ 9,437	
	2/25/2010	130 shares	\$75.53	\$ 9,818	
		dividends			\$92
	3/17/2010		\$ 79.98	<u>\$ 20,235</u>	<u>\$ 980</u>
FPL Group Inc	2/25/2010	212 shares	\$ 46.46	\$ 9,850	
	3/17/2010		\$ 47.91	<u>\$ 10,157</u>	<u>\$307</u>
TOTAL INVESTMENTS				<u>\$ 263,868</u>	<u>\$43,793</u>
CD'S AT Farmers bank & Trust MATURES 2/26/2011 & 8/26/2010				\$ 200,000	<u>\$ 7,281</u>
ACCOUNTS AT SUMMIT BANK/SCHOLARSHIP				\$ 8,285	
ACCOUNTS AT SUMMIT BANK/GENERAL				\$ 7,546	
ACCOUNTS AT SUMMIT BANK/BUILDING&EQUIP				<u>\$ 5,327</u>	
TOTAL				\$ 21,158	
TOTAL ALL FUNDS				<u>\$ 485,026</u>	<u>\$ 51,075</u>
commissions and tax					<u>605.63</u>
NET EARNINGS					<u>\$ 50,469</u>
Scholarships					8,500
NET EARNINGS AFTER SCHOLARSHIPS					<u>34,078</u>

It's Good to Know

By S.G. Seals

Here are some important or unusual facts and information about Malvern's own Ouachita Technical College:

- Since it became the first two-year college in the state, the College has experienced a 667% (from 210 students to 1,610 students!) increase in student enrollment in the last nineteen years
- The College is one of only four in the state of Arkansas to be a recipient of the Lumina Foundation's Achieve the Dream grant to improve the success and retention of students
- If you want to get an Associate of Arts degree to transfer to a four-year university, you can do it totally online through OTC
- The College has approximately 400 students who are "concurrently enrolled", which means they get both high school and college credit for classes. The College offers college classes at ten high schools in its service area
- The \$2500 award of the new Arkansas Lottery Scholarship will cover a full year's tuition at OTC, since it is the least expensive college per credit hour in the area
- If you want to be a teacher, you can get your Associate of Arts degree in Teaching at OTC for the areas of P-4, Middle School Language Arts and Social Studies, and Middle School Math and Science
- The OTC Library has approximately half a million dollars worth of holdings in books, periodicals, videos, and other resources that are available for community use. You do NOT have to be a student to use the College Library
- The College has a Guaranteed Skills Policy. If an employer judges any OTC graduate to be lacking in technical job skills for his or her job-specific educational program, the College will provide the graduate with additional training
- If you want to look glamorous, the College's Cosmetology department does perms, relaxers, highlights, braids, twists, nail art, manicures, facials, waxing, eyelashes, shampoos and haircuts—all for reduced prices to community citizens
- The College has recently added a Credentialing Center where both OTC students and area citizens can go to take tests and get their credentialing in Cisco, Net Plus, A+ Computer Repair, Security +, and other specialties
- The College has partnered with the Ouachita River Correctional Unit to provide internships and on-the-job training for students interested in Criminal Justice careers
- People seeking their GEDs through the Adult Basic Education branch of OTC have significantly higher pass rates than other people across the nation: 84% at OTC versus 70% nationally
- The College currently employs 97 people full time and about 110 people part time, and pumps roughly 4.5 million dollars annually into the local economy
- Senior citizens who are 60 and older can attend OTC for free, as the College waives tuition and fees

A Whole Lot of Shaking Going On

When Jerry Lee Lewis quipped in his song lyrics, “We ain’t faking it—there’s a whole lot of shaking going on,” he could have been talking about the changes that are afoot at Ouachita Technical College. Thanks to the lead set by an Achieving the Dream grant from the Lumina Foundation three years ago, a complex dance of new initiatives, new social networking groups, and new curriculum changes are underway.

Three years ago, the College began a close scrutiny of its basic skills classes—those classes students take to prepare them for college-level work—and of the success and retention of students who take those classes. Based on a year of data analysis, the College identified three areas for focused improvement: new student orientation (with a special focus on the success and retention of African American males), Intermediate Algebra, and Basic Composition—both classes in which some students really struggle. Failure in these classes—called “gateway” courses—prevents some students from going on to get a college degree.

After the identification of the three areas for improvement, and thanks to grant monies, the College researched best practices in the areas and orchestrated some innovative changes in all three areas.

In the area of orientation for new students, the College overhauled the process a student goes through upon entry and made orientation mandatory instead of optional for students. They also added some components such as testing on keyboarding skills and counseling on financial aid to make sure students were knowledgeably prepared for their college experience.

According to Kathy Lazenby, Student Success Coordinator at the College, “With 98% of our students going through orientation, we are better preparing them for their first semester. Students are receiving knowledge of the importance of a syllabus, attendance, degree plans, etc. Along with the Student Success Seminar, OTC saw a 97% completion rate for the Fall 2009 semester compared to the 83% who didn’t take SOS. Increases were found also in student participation in on-campus activities and registration for the next term.”

Another step in improving student success was the creation of a social networking group—called Men on a Mission, or MoM, aimed specifically at guiding African American males in the learning habits and behaviors of successful college students. The group, mentored by Billy Francis, meets regularly to discuss such topics as class attendance, study skills techniques, and dressing for success. They also have as part of their mission service to the community. The students of MoM are getting involved in local high schools as Watchdog Dads, in staffing the community Fall Festival, and in providing other support to help keep their members in college.

According to Dr. Barry Ballard, President of Ouachita Technical College who has formally presented on the strong success of MoM with other educators across the state, “Before Achieving the Dream, African American men had the highest dropout rate of any group at OTC, but since we started Men on a Mission in 2008, the African American men participating are on track to have the highest graduation rate of any demographic group on campus. In the past we failed to serve this group out of benign neglect and now, with MoM, we support them, advise them, counsel them, tutor them, mentor them, listen to them,

check on them and spend time with them and it has made all the difference. Their success and college graduation will change their lives, change their families, change our community and, just maybe, change the culture a little for the better.”

Another step toward change has occurred in Intermediate Algebra—a course in which many students lose their footing. According to OTC math instructor Terri Colananni, “Intermediate algebra is particularly hard for students because it requires them to assimilate a lot of information that they have learned in several courses, but it was long ago, way in the past, sometimes even from junior high. We’re trying to help them recapture that, and we’re trying to find more techniques that appeal to more students’ learning styles.”

So the math faculty have been learning some new moves to enhance student success. They’ve piloted sections of Intermediate Algebra where class time is expanded, and they’ve piloted sections where the instruction is delivered in a variety of ways, such as partly by instructor and partly paired with computer lessons. Now the faculty are re-examining the entire Intermediate Algebra curriculum, taking tests that the students take in Intermediate Algebra to ensure students are learning the building blocks they need for success in College Algebra—the gateway math course that is required for a college degree.

According to Pat Simms, math instructor and Division Chair at Ouachita Technical College, “We’ve been really studying Intermediate Algebra and looking at data on student success. But we don’t have the perfect formula for student success in Intermediate Algebra yet. However, we’re definitely moving forward. We’ve been really engaged in looking at course delivery and curriculum materials and how students learn in math—thanks to the proactive faculty and the Achieving the Dream grant.”

The third step in the initiative has been in Basic Composition, where African American males lag behind Caucasian students in their success rates in that class. The College partnered with Malvern High School and conducted a focus group with African American males and listened closely as the young men discussed their writing habits, their reading preferences, and their perceptions of college in general and of Ouachita Technical College in particular. New moves in Basic Composition have been guided by their input, says Donna Hill, the English initiative leader at Ouachita Technical College. “Since that focus group, we’ve chosen a new textbook that includes up-to-date readings on topics like Facebook and the Internet as well as some of the more traditional essays. We’ve also added an online program the students use that helps them strengthen their writing skills. The technology interests them, and since so many students nowadays are more comfortable on a computer than they are with pen and paper, it’s working well.”

These three primary initiatives, combined with other closely orchestrated moves, have made many changes on campus this spring. There is indeed a whole lot of authentic shaking going on at Ouachita Technical College.

Dr. Sharon Seals, Achieving the Dream Initiative, Ouachita Technical College, March 2, 2010

Taking Care of Business

For many students walking into the “hallowed” halls of higher education for the first time, college is a whole new world—and not in a good way. There are simple things like class locations and credit hours and prerequisites to figure out. There are complex things like the whole academic “lingo” and a prof’s teaching style to decipher. There are whole new sets of friends to make, work schedules to reconcile, and study skills to learn.

Smart college students—*successful* college students—are those who figure out early in their academic careers the quick paths through all the mazes. Vesha McNeely is one such student.

When McNeely started out at Ouachita Technical College, she had a unique opportunity. McNeely was told that she was in a unique pilot class, and that if she worked hard, she could make her way through two semesters of English in one semester--IF she worked really hard.

McNeely was enrolled in an accelerated Basic Grammar/Basic Composition class, a combination class that is a project the College is undertaking as part of its Achieving the Dream initiative to improve student retention and success in college. By working hard to meet the outcomes of two courses instead of one, McNeely could obtain six hours instead of three, save herself some Pell monies, and get into Composition I with not only the skills she needed to be a successful college writer, but with speed—an important consideration for someone who wants to go on for a four-year degree and beyond.

Says McNeely, “It was very nice, knowing that you are receiving credit for both classes at once.” Successful completion of the English classes was also required for other college-level courses. “You get to move on to the next subjects and continue to progress in all your required classes,” she says. The class “. . . helped me remember to always have a title, a thesis, a minimum of three paragraphs and a conclusion. I still manage to use some of my notes from the combo to help me get through the other [classes].”

McNeely, an outgoing and personable student, noted that she could not have been successful in the acceleration without her teacher—Ms. Donna Hill. “She not only taught us how to organize our thoughts in our papers, but she is very encouraging. She always told us to write about something we had an interest in.”

The encouraging faculty is not the only thing McNeely has liked about OTC. “OTC is a very small campus, which I like—meeting different people and speaking to others. The classes are not really big, so you can get more time to collaborate on what the teacher is explaining. It’s nice to see the school is prospering and moving on to higher heights.”

Although she started out wanting to be a middle school teacher, McNeely is thinking now about going for her Master’s degree in guidance counseling. “After I finish OTC, my plans are to attend Henderson State University where I can take up classes to become a school counselor.” She wants to help others successfully mold their futures and move forward into the whole new world of their own potential.

Dr. Sharon Seals, Achieving the Dream Initiative, Ouachita Technical College, March, 2010.

OUACHITA
TECHNICAL COLLEGE

Memo

To: Members of the Board of Trustees

From: Barry Ballard, President *BB*

Date: January 21, 2010

Re: Update on Various Issues

Below is a list of significant items and activities at Ouachita Technical College about which I think you will be interested. In this bi-monthly report to you, I try to include things that I think you would want to know about the operation and management of OTC that you probably would not otherwise read about in newsletters, email and reports received during the official Board meetings. These items are in no particular order.

1. OTC RECEIVES NOTICE OF ANOTHER 2.4% BUDGET CUT (\$83,000) ON 1/11/10

The college is going to handle this cut by scaling back operating expenses and will not have to spend down our reserves. Dr. Coomer will have a detailed report on this subject at the meeting.

2. OTC RECEIVES A NEW GRANT FOR A "CENTER FOR WORKING FAMILIES"

On October 19, 2009, we received confirmation that the college had been awarded a Center for Working Families Grant. The grant is for \$70,000 from the Winthrop Rockefeller Foundation for a period of two years.

The mission of the Center for Working Families is to: 1) Increase participant's income and asset level; 2) Increase participant's academic performance; 3) Assist participants to stay in the asset/academic building programs (retention); and 4) Provide the participants with a career/financial readiness program. Because this mission is very similar to the mission and purpose of the Career Pathways Initiative and the Even Start Family Literacy Program at the College, we will manage the three programs so that they support, collaborate and partner with each other. With this partnership, existing personnel will work with the new grant project such that and no additional personnel will be needed.

The Winthrop Rockefeller Foundation has been very proactive in providing our staff with professional development training before the start of the grant work. On November 19, 2009 we met virtually in a live webinar where the new Center for Working Families Grant Colleges could ask questions of the grantor's staff concerning their expectations. We were also able to hear from the staff of Phillips Community College of the University of Arkansas whose staff had been working with this grant for the past year. It was a very informative and

productive session with the Ouachita Technical College grant staff ending up with a better understanding of where we need to be in one year. On December 9, 2009 the Rockefeller Foundation sponsored a day-long session at the Clinton Presidential Library in Little Rock. This session was used to take our draft plans for operation and hone them into a workable operation strategy with assistance from current grant staff at Phillips Community College (PCCUA) and administrative staff from the Rockefeller Foundation.

On January 11, 2010, the grant staff from OTC traveled to the main campus of PCCUA in Helena to have an informational session with their Center for Working Families Grant staff. At this meeting, they shared their operations plan and most of their curriculum that they have been using for the past year. We were able to identify best practices from the experience that they have had.

With this methodical preparation to understand what the grant project requires, the OTC staff will be ready to start up and operate a successful program in finding and assisting eligible participants in Hot Spring County through the HSC Workforce Center in Malvern and in Grant County through the Adult Education center in Sheridan.

3. OTC NAME CHANGE COMMITTEE CONTINUES TO MAKE PROGRESS

As you know, with the Board's approval, we appointed a committee and began working on a proposed new name for the college in September. We developed a plan for this work and a criteria for a new name that was presented at the Board at the September meeting. The Name Change Committee (NCC), made up of faculty, staff, students, members of the board of trustees, and members of the Malvern-Hot Spring County community met during the fall and began surveying the campus and community to solicit proposed new names. They vetted those proposals and presented a list of the nine top names to you on December 1, 2009. The committee has since conducted additional surveys and had meetings this month to narrow and refine the list from the nine possible names down to just a few.

After discussion and consideration, the Name Change Committee has now reduced the number of names to three and they include:

College of the Ouachitas,

Diamond State College, and

Riverpark College

The committee, which considered hundreds of names from our constituents, will continue to seek the opinion of college stake holders. The recent articles about the name change in both local and regional newspapers have reported the college's progress and have increased the public's engagement and interest in this process. College employees have been approached by many interested community members whose participation has been welcome.

The committee's work will continue during this spring semester. Not only will the committee survey our community members, but it also hopes to survey students from at least two large universities outside of our service area. It will analyze the results separately and then

identify differing points of view for each along with the strengths and the weaknesses associated with each of them. The Committee will make all information, data and survey results public after it has been presented to the Board.

The Name Change Committee members are: Martin Eggenesperger, Chair; John Cole, Board of Trustees; Mike Burris, State Representative and local citizen; Luke Adams, honor student and association representative (PTK President); Robert Ellerd, honor student and Student Government Association representative (SGA President); Terri Colananni, OTC Faculty; Marvin Schultz, OTC Faculty; Nikki Lackey, OTC Faculty; Tony Hunnicutt, OTC Faculty; January Schultz, OTC Faculty; Amber Childers, OTC Staff; Linda Johnson, OTC Staff; and Marshel Johnson, OTC Staff.

The timeline for the name change includes the following:

1. The Name Change Committee (NCC) was appointed in early September 2009;
2. The NCC developed proposed rationale and criteria statements that were approved by the Board on September 28, 2009;
3. The NCC conducted surveys and focus group meetings in October and November 2009;
4. The NCC reports on activities to date and presents a list of the top nine proposed new names to the Board of Trustees on December 1, 2009;
5. The NCC continues to analyze survey data, receive input, conduct meetings with groups, and reports the top three names to the Board of Trustees on January 26, 2010;
6. The NCC continues its work and deliberations during the spring of 2010 then reports the top names and its findings to the Faculty Council, Division Chairs, and Executive Committee by early March 2010 and makes its final report of the top names to the Board of Trustees by either the March 30, or, the May 25, 2010 meeting;
7. The final top names along with the report findings will be submitted to the Board of Trustees for its consideration and final selection during its meeting on March 30 or May 25, 2010; and
8. The local State Senator and State Representative will introduce legislation to officially and legally change the name when the Arkansas Legislature convenes on the second Monday in January of 2011.

4. ACHIEVING THE DREAM INITIATIVE IS IMPROVING STUDENT SUCCESS

AtD Facilitators Drs. Brockman and Flores were on campus November 16th and 17th, and they reviewed the College's Logic Models (aka Action Plans) for Basic Composition, Intermediate Algebra, and Student Affairs initiatives.

For our Basic Composition initiative, Donna Hill is working with ADHE on using the Compass e-Write as a test instrument for meeting Act 971 requirements that have to be in place in the Fall 2010 semester. Because of the successful number of students who have been able to complete both Basic Grammar and Basic Comp outcomes in one semester, she is also taking the new Basic Writing course through Instructional Affairs and Faculty Council for implementation in the Fall. Additionally, Donna has received a NADE scholarship for attending the Kellogg Institute on Developmental Education this summer.

For our Math Initiative in Intermediate Algebra, we agreed to offer additional sections of the hybrid and the traditional delivery math courses to increase the number of students in the AtD pilot, as our sample in that initiative is still too low to draw any conclusions. Pat Simms is leading and monitoring those sections, as well as researching how to meet Act 971 requirements in math curriculum.

For our Student Affairs initiative, the first part is the Men on a Mission group lead by Billy Francis continues to be active and that activity helps Fall to Spring retention rates of the students involved in that group. The second part of the initiative involved Student Affairs using orientation feedback from students to guide the number of orientations offered in Fall 2010, as well as to reform their orientation activities.

The third part of the Student Affairs initiative has been aimed at increasing success rates of students taking developmental courses where we have seen an increase in the retention and success rates of first time/full time students. (This cohort does not include the nursing and cosmetology students.) The retention (the number of students who registered for the next term) rate for the Fall 09 cohort is 78%. This is an increased of 8.5 percentage points over the same cohort from the Fall 08. The success rate (2.0 or better GPA) of the Fall 09 cohort was 72%. In comparison, 69% of the Fall 08 cohort had a GPA over 2.0. Adjustments have been made to improve the Student Opportunities Seminar and Orientation after surveying both the students and instructors.

After completing the Fall 09 semester, 44 students were placed on academic probation by the registrar with 19 registered for the Spring 2010 term. After researching best practices, a new program has been put into place for the Spring 2010 semester for students who are on academic probation. Students are now required to check in with the Student Success Coordinator once week so academic progress can be monitored throughout the semester. The goal of this program is to improve GPAs and to catch potential academic problems early in the semester. Another goal is to improve the retention and reenrollment of this cohort to the next semester. As of the first week of classes, seventeen have had their first visit.

The chart below shows three years of enrollment of our transitional students who are required to take two or more remedial courses. Numbers show that OTC tends to lose the transitional students between the second and third semesters (most of the dropping out occurs between the first and second year). A variety of different solutions are being researched to see how OTC can increase the retention of these students and to get more of them to come back the second year.

Cohort	Fall 07	Sp 08	Fall 08	Sp 09	Fall 09	Sp 10
Fall 07	54	38/70%	22/41%	11/20%	7/13%	5/9%*
Spring 08**		31	25/81%	18/58%	14/42%	14/45%
Fall 08			64	58/91%	28/44%	18/28%
Spring 09				23	7/30%	8/35%
Fall 09					60	48/80%***
	1st Sem. Students	2nd Sem. Students	3rd Sem. Students	4th Sem. Students	5th Sem. Students	6th Sem. Students

*Two of the Fall 2007 cohort graduated in the Fall 09. **This cohort group included Precision TAA students.

***This cohort group had 3 international students. Had they returned, the rate would have been 84%.

Dr. Eggenberger sought permission from MDC, AtD's funding source, to redistribute some grant monies for better signage to improve student engagement in social activities and to share assessment results with students, and to investigate the purchase of TracDat software. MDC agreed, and AtD is now working on signage, with a February goal in mind. Further research on TracDat will not occur until March.

5. PREPARATION FOR HIGHER LEARNING COMMISSION REACCREDITATION

As you know, the college is in the midst of a self-study for the reaffirmation of its accreditation with the Higher Learning Commission. Virtually all full-time employees and many part-time employees have been participating on one of five study committees. These committees have been collecting and analyzing evidence related to one of the five Criteria for Accreditation for more than a year. Each will document their findings in a report to be submitted to the Steering Committee on February 26.

Results produced by this evaluation process will culminate in a Self-Study Report that documents how OTC meets the Commission's Criteria for Accreditation and that identifies institutional strengths and areas of needed improvement. The Self-Study Report will be submitted to the Commission and to the peer evaluation team in July, approximately eight weeks prior to their September 20-22 visit. The four-member visiting team will use its time on campus to verify the findings in the Self-Study Report and to guide its own evaluation. While on campus, the team will meet with a variety of college stakeholders.

After the visit, the evaluation team will present its findings to the college and to the HLC Readers Panel for review. Recommendations from these two groups will be forwarded to an Institutional Action Council for final action; the HLC Board of Trustees will validate this action by February 2011.

This is the college's fourth comprehensive HLC visit since becoming a college in 1991. OTC's first affiliation with the HLC was as a Candidate for Accreditation granted in February 1994. In February 1996, the college received a five-year initial accreditation; in February 2001, OTC's accreditation was reaffirmed for ten years.

6. DEVELOPMENT OFFICE, FUND RAISING, AND FOUNDATION UPDATE

The following shows the total of investments for the Foundation as of January 19, 2010:

Blackrock Global mutual fund (1/15/10)	\$137,566
AT&T Inc. Global notes - corporate bonds (12/31/09)	53,692
Centerpoint Energy Inc stock (791 shares) (1/19/10)	11,699
Duke Energy Corp stock (630 shares) (1/19/10)	10,238
Entergy Corp stock (123 shares) (1/19/10)	10,029
MNB CDs mature 2/12/10	240,000
Summit Bank accounts (Scholarship, General and Bldg/Eqpt)	16,057
Total all funds	\$479,766

In December, OTC employees contributed to an account through the OTC Foundation that was set up for donations for an OTC family member and her family that needed financial

help. A total of \$449 was collected and a check was given to the employee to help meet the personal needs of her and her children and allow them to have a good Christmas.

The Annual Open House/Jingle with Kringle was held on Thursday, December 17. The event was attended by 321 people and it was conducted by 15 volunteer workers. Pictures with Santa were available for \$4.00 each and the proceeds of \$376.00 went to the OTC Foundation Scholarship Fund.

At the last full Foundation Board meeting held in September, 2009, the Board selected 10 student recipients for the Foundation Scholarship and decided to offer 10 additional scholarships for the Spring semester since there was plenty of funds available to do so. The Foundation Scholarship Committee met in December, 2009 and awarded the \$500 scholarship to 10 additional students.

A recent report indicated that 55 OTC full-time employees (54%) gave to the Foundation through payroll deduction. Those donations totaled \$12,087 – an average of \$220 per person.

The next OTC Foundation Board meeting is scheduled for February 2010.

END This concludes my report for this period. We look forward to seeing you for our 5:00 p.m. meeting on Tuesday, January 26, 2010. A light dinner snack with sweets and beverages will be available for you after 4:30 p.m. in the Board Room where we will have the meeting. Future Board meeting in 2010 are scheduled for March 30, May 25, July 27, September 28, and December 7.

Thanks again for your commitment, many contributions, and support.