Hello colleagues, students, and community. Hopefully, your summer has been restful and productive. In this month’s message, I will again share information on a number of policy issues that may be of interest to you.

**Retirement Incentive/Statute**
As noted in last month’s message, the state of Michigan retirement incentive was signed into law. A total of 27 MCC employees chose to take advantage of the statute, 17 of whom are faculty. Moreover, four faculty and three staff requested and were granted “extensions” under the law, meaning that they will remain on payroll, some through June 2011. We wish them all the very best as they enjoy their newly found life after work. Here is some of what has taken place on the academic side to prepare:
- VP for Academic Affairs Teresa Sturrus has been working with department chairs and faculty (in some cases for months) to prepare for anticipated retirements.
- Positions will be filled with a combination of regular, one year, and adjunct appointments.

Several key retirements have taken place on the administrative side as well:
- EVP Diana Osborn (45 years), VP Janie Brooks (25 years) and Associate VP Joe Doyle (21 years) all have taken advantage of the incentive.
  - Diana will retire as of June 30.
  - While formally retiring, Joe was granted an extension of up to one year and will serve as Interim VP for Administration.
  - Again, while formally retiring, Janie was granted an extension of up to one year and will continue to serve as VP of Student Services.
- Searches will begin as soon as practical to replace these and other administrative retirees.
- As mentioned in my earlier messages, we have been conducting analyses of the impact of retirements since early this year and have also been reviewing human resources issues for nearly a year. More on this in the next section.

**Administrative Reorganization**
During the past year, the three vice presidents and human resources staff have been conducting position audits of all administrative positions at MCC. Among other things, the audits considered the academic master plan and the potential impact of the strategic and campus master plans. Moreover, the reorganization takes into account the college’s past, current, and future growth trends, particularly the ongoing shift of first time college students from four year to two year colleges. The likelihood and ultimate enactment of the 2010 state retirement incentive provided a prime opportunity to move an institutional reorganization plan forward. These changes are intended to better position MCC to advance our mission to meet individual and community needs, and to maintain a high level of excellence in all that we do.

A draft of the reorganization was shared with the Board of Trustees at its June meeting and additional detail will be shared in July. Once the basic framework of the reorganization is in place, the plan will be shared with the broader college community. As the strategic and campus master plans are implemented and community input is incorporated, additional changes will likely take place.

MCC is working with the School of Communications continued on pg. 2
President’s Message continued...

at Grand Valley State University to conduct a series of surveys that will help determine community perceptions and the needs of various constituent groups. Thank you in advance for your forbearance as we move through these times of change.

The Upcoming Fall Semester

As has been the case during the past several years, enrollment continues to trend upward, this year driven by increased interest by FTIAC (first time in any college) students, continued interest in adult workforce students, and an overall interest in new programs and courses at Muskegon Community College. While a number of community colleges are experiencing an expected slowdown in enrollment, your efforts are keeping MCC at the forefront of growth, something that we could not have guaranteed even just a few months ago. In other fall news, we will continue to keep you up to date on the upcoming Higher Learning Commission reaccreditation. As we move through the summer, more information will be added to our MCC HLC website located at http://www.muskegoncc.edu/pages/2683.asp. Thank you to all of you who have been involved in data collection, service, and supporting the HLC Steering Committee. Particular thanks go to Richard Doctor, Instructor of English and longtime HLC Steering Committee Co-Chair. Richard is retiring after nearly 34 years of service to Muskegon Community College.

Please enjoy the summer months, including the MCC Shoot for the Stars Golf Outing on July 30, Summer Celebration, Bike Time and other area activities. As usual, continue to strive for excellence. Please mark your calendars for MCC’s Fall 2010 Welcome Days, August 25-26, 2010. Further details will follow.

Best regards,

Dale Nesbary, Ph.D.
President

Looking for Volunteers!

The Office of Community Relations knows you work every day to advance the mission of MCC. We are looking for volunteers who are interested to take a step above and beyond by helping us make a difference with one of the following opportunities that will benefit the College.

1. Shoot for the Stars Charity Golf Outing – A fundraiser for the Carr-Fles Planetarium, volunteers are needed for approximately 3 hour shifts on Friday July 30, between 7:00am and 3:00pm.

2. MCC Summer Parades – Have fun and promote MCC by participating in a parade. Volunteers to hand out freebies are needed for 3 hour commitments on July 24, July 31, August 5, August 28, and September 6.

3. MCC Volunteer committees – Interested in engaging in fundraising activities for the college? Participate on one of OCR’s committees including Donor Stewardship, Stewardship Events, or Stewardship Research.

For any and all of these opportunities, contact Dan Rinsema-Sybenga at x569 or dan.rinsema-sybenga@muskegoncc.edu.
Message from the CIO, Mike Alstrom

It seems that we are hearing more about student success in the media now more than ever before. On July 14, 2009, President Obama’s administration announced the American Graduation Initiative, a plan for $12 billion dollars to be appropriated to community colleges over a ten-year period. Additionally, the President seeks to increase earners of two-year degrees by $5 million by 2020. Student success is also something that has the attention of other government officials and policy makers. On June 3, 2010, in Washington D.C., community colleges were a primary topic of discussion at a conference hosted by the American Enterprise Institute for Public Policy research.

We also hear about student success at our college. On February 17 of this year the Muskegon Community College Board of Trustees unanimously voted to participate in Achieving the Dream, an initiative that is “dedicated to making the student success agenda a priority at community colleges and with state and national policymakers and stakeholders”. There are five goals identified to support Achieving the Dream: that students successfully complete the courses they take; advance from remedial to credit-bearing courses; enroll in and successfully complete gatekeeper courses; enroll from one semester to the next; and earn degrees and/or certificates.

It has long been established that Muskegon Community College is dedicated to student success. That is clear in the first item of our Mission Statement: MCC is committed to prepare students for successful transfer to four-year colleges and universities, and enable students to pursue higher-level degree opportunities through our local partnerships with university programs. So, why is there an increased focus on student success? I believe there is wide scale awareness from both inside and outside of MCC that community colleges are the answer for educating the American population. More people attend community colleges than four-year institutions overall. Also, on average, the cost of community colleges remains about one-third of the cost of public four-year institutions.

Even with numbers on our side, on average, less than 22% of students who attend community colleges receive a degree, according to the most recently available data on the Integrated Postsecondary Education System (IPEDS). There are many students who attend classes without pursuing a degree. Beginning in 2010, MCC heightened efforts to better identify these students. In April, the College’s online application was enhanced to ask more specific questions related to student goals and collect their academic program of interest. Following this project, in June, the online registration system was modified so students are asked to verify their goals and academic program each semester. The result is an increased awareness of what students are looking to accomplish through their educational experience at MCC.

Another project underway to support student success is Online Degree Audit. Records and Registration is working together with OIT to develop a system in which students can review their progress towards completion against several degrees and certificates. Completing this project is a long and arduous process that will require several months to complete, but the result will be a tool that will help students stay on track towards their academic goals. Online Degree Audits can also be used to reach out to students who are near completion of a certificate or degree, so that they may be invited to come back and finish their program.

How does increasing our awareness and efforts towards student success make an impact? According to Achieving the Dream, when students succeed, it “ultimately benefits the nation”. We can experience a similar benefit. When students succeed, we in turn succeed, through increased enrollments, as well as increased funding and grants opportunities. When students succeed, so do we.

“Beneficial to MCC employees.”  Anonymous on Advanced Outlook

Staff Development

We still have space available in the July 8 Windows 7 Training. The training is from 11:00 am—12:00 pm in Room 1300. Email events@muskegoncc.edu to save your spot.

Watch your emails for upcoming trainings!

“Training gave me a very good introduction to Windows 7 and some of the features that make it different from the current systems.”  Anonymous on Windows 7
Sarah Swart Bids You a Fond Farewell

It is with mixed feelings of anticipation for a life of retirement with my husband and leaving behind a role at instructional design and faculty support as a team member of Sun- gard’s Office of Information Technology at MCC and a member of the Center for Teaching and Learning group that I bid you a fond farewell. My tenure here at MCC has been during a time of growth in the distance education arena as well as extending the use of technology to classroom based courses. You will still see me around campus occasionally: online teaching the Children’s Literature course in the Education Department and adjunct librarian one evening a week at the Hendrik Meijer Library at MCC.

I appreciate the collegiality of the faculty, staff, and administration here which makes this a truly outstanding place to work. So from the bottom of my heart, I wish to thank each one of you. Your kindesses in so many ways, particularly in the loss of both my mother (2008) and my father (2010) made the road must easier to travel. The flow of smiles and friendly conversation will be memories I will always cherish.

I would especially like to thank Don Bogema, Greg Marczak, Deb Howell, and Sue Meeuwenberg of the CTL for their collaboration with me to make faculty development a rich experience for our faculty here. The constant flow of new ideas and innovations is an outstanding achievement in the instructional design arena. There is always something new to learn in this field and new applications to add. Sun- gard and the OIT Team have been instrumental in the support of the technology needs to make these ideas a reality.

Best wishes to each of you in your future endeavors here at Muskegon Community College. Go, Jay- hawks!

Regards,
Sarah L Swart

Constant Change

Thomas Carlyle once said “Today is not yesterday”. No truer statement describes MCC as of July 1, 2010. Change is constant. Sometimes we don’t even notice the constant changes around us, like the continually renewing water in 4 Mile Creek. And then there are times, like these, where we can’t help but notice change. With 27 members of the MCC family leaving us over the next year, the changes will be noticed.

MCC will continue to evolve. With evolution, opportunities emerge. Over the next few months many of us will be challenged with these new opportunities. Let’s embrace these opportunities with open arms and open minds. Sharing your knowledge and expertise can only help the transition many areas will experience. Your support of the many MCC staff members that will be taking on new roles and responsibilities is needed.

WE can and will continue to move MCC forward, continue to grow and continue “…Creating the first and best choice for success.”

Joe Doyle
Vice President of Administra-
German Exchange Students Visit Muskegon

This group of German Exchange students and faculty arrived on Wednesday, 9 June 2010 for an eight-day visit to West Michigan. They are part of the Muskegon Community College exchange program with Kaufmännische Schule Stuttgart Nord (KSN), a technical college in Stuttgart, Germany.

The itinerary this year included a tour of Muskegon Community College and Muskegon. The students visited RC Productions, the Lakes Mall, Meijer and area state parks, like Hoffmaster. The group then traveled to Grand Rapids to tour ad agency Hannon-McKendry, the BOB, and the Gerald R. Ford Museum. The next day they went to Lansing, with a visit to the Michigan History Museum and the State Capitol.

The exchange includes visits in May by MCC students and faculty to Germany, visiting cultural and historical sites as well as local businesses such as Daimler, Porsche and Ritter Sport in the Stuttgart area. MCC students spent eight days in Germany with host families, hiking in the Alps, visiting 1200 year old castles and experiencing Germany. Reciprocally, the German group then visits West Michigan, and tours American businesses, tourist attractions, and our beautiful beaches. The relationship between MCC and KSN has given students on both sides of the Atlantic a unique view of international business, and has created lasting friendships for the last 14 years.

If you are interested in more information on international programs at MCC, go online to www.muskegoncc.edu/international, or contact MCC International Coordinator Kathy Tosa at 231.777.0376, or email at Katherine.Tosa@muskegoncc.edu.

Enjoying the summer weather at the Lighthouse on Lake Michigan

Proyecto Escalon (Step Project)

Muskegon Community College, Michigan State University, Michigan Migrant Head Start Program and other area colleges have cooperated in a five year grant study that assisted in Michigan Migrant Head Start teaching staff to take classes and work toward their Bachelor of Arts Degree. This grant was written by Rene Rosenbaum from Michigan State University in an attempt to assist Migrant Head Start staff to meet the federal mandate of having a Bachelor Degree by the year 2013.

Muskegon Community College has assisted by offering classes at Migrant Head Start Centers, flexed class times to summer calendars, and mentored workers to earn degrees. All participating colleges have helped make Proyecto Escalon a success. Over the last 4.5 years, 79 Head Start teachers, teacher assistants, and education specialists have participated in the program and 26 Head Start staff have earned various degrees. Many more have earned numerous college credits and are on the way to achieving their educational goal.

Submitted by: The Education Department
MCC Birthdays

**July**
- Jan Agard 7/2
- Arun Datta 7/2
- Greg Marczak 7/2
- Sandy Ring 7/10
- Joe Kennedy 7/11
- Sheryl Lowry 7/11
- A.J. Osborne 7/11
- Kelley Conrad 7/12
- Jon Meeuwenberg 7/12
- Darlene Peklar 7/15
- Brenda McClain 7/16
- Colleen Morse 7/16
- Cherri Wright 7/22
- Diana Casey 7/25
- Pam Cengiz 7/26

**August**
- Gary Nonnemacher 8/4
- Teresa Sturrus 8/8
- Roy Graves 8/10
- Diana Osborn 8/10
- Willie German 8/11
- Toby Moleski 8/11
- Jean Roberts 8/11
- Renica Minott 8/12
- Papa N’jai 8/13
- Sandy Osborne 8/13
- Jeff Stipes 8/14
- Shirley Anderson 8/20
- Carol Briggs-Erickson 8/20
- Shawn Macauley 8/20
- Jodie Matuz 8/23
- Ed Simmons 8/23
- Amy James 8/25
- Al Thomas 8/28
- Keith Tanis 8/30
- Bruce Wierda 8/30

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**MCC’s Bulletin Board**

- As of July 1, 2010, all internal groups that place their catering order at least 10 business days prior to their event, will receive a 10% discount. If you place your order within 5 business days of your event, you will get a 10% surcharge added on. So plan ahead to get the discount!!

- **46th ANNUAL MCC STUDENT ART EXHIBITION**
  Top work in varied media from art and graphic design classes with cash place awards and the President’s Purchase Prizes for the MCC art collection.
  Exhibit Dates: May 15 – September 15
  Overbrook Art Gallery Open: Monday through Friday from 9:00 a.m. – 4:00 p.m.