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## ABSTRACT

This document presents four Innovator newsletters from the League for Innovation in the Community College (California). Number one contains the following articles: "Conference on Information Technology Features Sophisticated Technology and Self-Directed Learning," "'League/PLATO on the Internet' Developmental Research Project Update," "Alliance+ National Internet-in-Education Progress Report," "Art Competition Winners Announced," "Literary Competition Winners Selected," "Plans Underway for 'Innovations 2000'--A Spring Gathering," "1999 Innovations of the Year," "Pew Grant Awarded to League," "Microsoft Student Technology Winners Announced," "Final Tech-Prep Student Success Guidelines Issued," and "Teaching at a Distance Handbook Released." Newsletter number two contains the following articles: "'Innovations 2000' To Highlight Educational Leaders and Learning-Centered Features," "Milliron Selected as New League CEO," "Conference on Information Technology a Success," "League Awarded \$1.1 Million to Create Learning Colleges," "Pew/League Project Colleges Meet," "ACCI 'What Do CEOs Want To Know About...' Survey Results," "Honors Heaped on O'Banion on Retirement," and "New Monograph on Web-Based Teaching." Newsletter number three contains: "League Releases Three New Monographs at 'Innovations 2000'," "'Innovations 2000' Move to Spring a Hit," "2000 Conference on Information Technology Planning Underway," "New League.org Site Unveiled," "League/PLATO Internet Project Concludes," "Alliance+ Project in Year Three," "2000 Calendar of Events and Deadlines," and "Judges Selected for Student Art and Literary Competitions." Newsletter number four: "12 Vanguard Learning Colleges Selected for Learning College Project," "2000 Executive Leadership Institute Participants Selected," "Conference on Information Technology To Offer Range of Learning Options and Exciting Features," "O'Banion Microsoft Student Technology Winners," "'Big Picture' Book Released," "National Student Art Competition Winners Announced," and "Alliance CEO Survey Results on Key Trends Distributed." (VWC)

Innovator: A Tradition of Excellence through Innovation

Volume 27, Numbers 1-4

September 1999-April 2000

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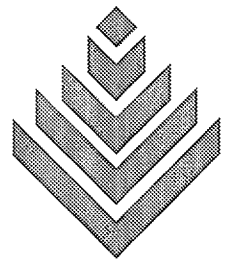
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# Innovator

A TRADITION OF EXCELLENCE THROUGH INNOVATION

SEPTEMBER 1999

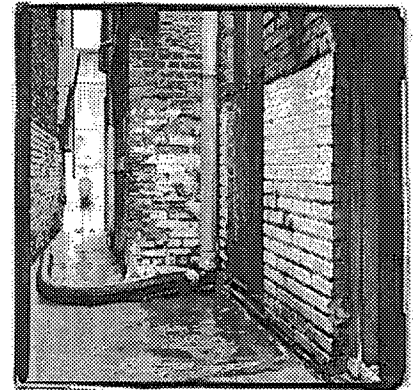
VOLUME 27, NO. 1

## Conference on Information Technology Features Sophisticated Technology and Self-Directed Learning

The 1999 CIT will be held in Chicago, Illinois, at the Hyatt Regency Hotel on October 20-23. Moraine Valley Community College hosts this year's conference with support from City Colleges of Chicago, College of DuPage, and Oakton Community College. Because CIT focuses beyond technology *per se* to how information technology is used to improve all aspects of community college education—teaching and learning, student services, organizational management, partnerships—it attracts individuals serving in diverse college roles and has become a major event in community college education. The 1999 CIT promises a wide range of learning options

including hands-on computer labs, nearly 500 breakout sessions, and an exhibition of resources and services from over 100 corporate partners.

**High Profile Speakers.** The 1999 conference offers special sessions featuring key national leaders and keynotes by engaging speakers such as **Judy Estrin**, Chief Technology Officer, Cisco Systems, Inc.; **Jorge Klor de Alva**, President, University of Phoenix; **Mark D. Milliron**, Executive Director, Programs and Development, Oracle Education Initiatives; and **Steven W. Gilbert**, President, The Teaching, Learning, and Technology Group. All of these presentations are supported by



"Inner Child," a silverprint by Kirkwood Community College student Michael Campbell, wins Best of Show in Art Competition. (See story on page 3.)

sophisticated technology, including Internet accessibility, video data projection, multiplatform computing, and multimedia presentational software. Much of this state-of-the-art conference infrastructure is provided by the over 100 corporate partners slated to exhibit at this year's conference.

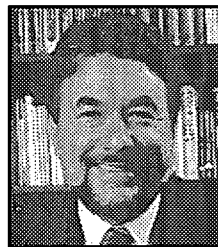
**Program Tracks.** More than 1,000 practitioners from hundreds of community colleges throughout the United States, Canada, the United Kingdom, and around the world will offer their experience and ideas in forums and roundtables in seven program tracks: Applying Technology to Teaching and Learning; Distance and Asynchronous Learning; Innovations in Information Technology Infrastructures; Leadership, Technology, and Change; Student Services in the Information Age; Technology and Partnerships; and Vendor Solutions and Demonstrations.

**Learning Options.** In addition to high-tech presentations, the 1999 CIT (Continued on page 2)

### CIT Keynote Speakers



Judy Estrin, Chief Technology Officer, Cisco Systems



Jorge Klor de Alva, President, University of Phoenix



Steven W. Gilbert, President, The TLT Group



Mark D. Milliron, Executive Director, Programs and Development, Oracle Education Initiatives

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## League/PLATO on the Internet Developmental Research Project Update

The League and TRO Learning, the developer of computer-based PLATO products and services, are cosponsoring an exploratory research program on the successful integration of Internet-based instruction with local area networks and other college-based resources in developmental mathematics programs.

Participants in the *PLATO on the Internet* project met in June in New Orleans during the League's *Innovations 1999* conference and included representatives of Delta College, Eastfield College, Kapi'olani Community College, Kirkwood Community College, Moraine Valley Community College, Miami-Dade Community College District, Santa Fe Community College, Central Florida Community College, and Sinclair Community College.

Representatives viewed comprehensive math curriculum models and explored the system's instructional management functions. In addition to the hands-on-training, Delta College staff shared insights and "lessons learned" from their years of practical experience with PLATO curriculum and implementation in developmental courses.

A trial implementation session was conducted at most sites during the summer 1999 session, during which TRO Learning provided participating institutions with free access to *PLATO on the Internet* and technical support, with the League providing project leadership and support. Full implementation of *PLATO on the Internet* will take place during fall 1999, with students from each college completing their individualized programs by December 31, 1999. The League and TRO Learning will present preliminary study findings at the 1999 Conference on Information Technology. Final reports including student outcomes and other results from each site are scheduled to be disseminated by February 1, 2000, in a printed report titled, *Critical Success Factors for Internet-Based Learning in Developmental Mathematics*, as well as on the League and TRO Learning Web sites.

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## Alliance+ National Internet-in-Education Progress Report

This fall marks the second year of the five-year, \$9.3 million, U.S. Department of Education-funded Technology Innovation Challenge Grant to the League and its partners for the *Alliance+* project. *Alliance+* is designed to prepare teachers to integrate technology into the curriculum in innovative ways that enhance student learning and support higher levels of achievement. Faculty from Maricopa, Cuyahoga, and Miami-Dade Community Colleges participate in special institutes that prepare them to train mentor teachers from their corresponding local school districts. These mentor teachers, in turn, use project resources to provide training for colleagues in their home schools. *Alliance+* will impact over 9,000 K-12 classroom teachers and over a quarter of a million students.

The *Alliance+* Web site has been selected by the U.S. Department of Education's Eisenhower National Clearinghouse as one of its "Digital Dozen" outstanding math and science Internet Web sites. In addition, the Technology Museum of Innovation in San Jose, CA, has named the Web site as one of its "Tech 10" picks. The announcement noted that, "We think that your site is one of the 10 best technology and science Web sites we've found for middle-school and above students, teachers, and parents."

In addition, the project provided two training sessions for principals this summer in Miami and Cleveland, who commented that they found the training sessions to be eye-opening experiences that will cause them to follow up much more with their teachers.

Project leaders recently reviewed and discussed the teacher training curriculum with the teacher education department leaders at Florida International University, Florida International University, and Barry University. The department leaders determined the curriculum to be of great interest and discussed having all full-time faculty complete introductory sessions in the fall.



## 1999 CIT Offerings

*(Continued from page 1)*

engages conference participants in active and asynchronous learning. The most powerful active learning component of the conference is a series of ten computer labs called, "Hands-On Alley." Companies like Apple, CBT Systems, IBM, Lotus, Gateway, PLATO/TRO Learning, Microsoft, Macromedia, and Sun Microsystems provide hardware, software, and training that allow participants to "learn by doing." Hands-On Alley is designed for more self-directed looks at some of the best technology available for community college instruction and administration. Another learning experience available at the conference is The Learning Center. The Learning Center offers courses to supplement the conference program through in-depth coverage of current topics in information technology provided by recognized leaders in the focus areas. These courses are conducted in an extended three-hour and full-day format and augment the conference by providing in-depth exposure to specific topics and linking conference attendees with a community of learners who share common interests. In addition to Hands-On Alley and The Learning Center, the conference features a 24-hour E-mail and Internet access lab.

For more information, visit the League Web site at [www.league.org](http://www.league.org). Online registration is available, or you may request a copy of the Registration Brochure by calling (949) 367-2884.





## ART COMPETITION WINNERS ANNOUNCED

The First Place, "Best of Show" was awarded to **Kirkwood Community College** student **Michael Campbell** in the thirteenth annual 1998-99 Student Art Competition hosted by **Central Piedmont Community College (CPCC)**. Campbell also received the Purchase Award for his silverprint titled, "Inner Child," which enabled Kirkwood to buy the winning piece for its permanent collection. **Leslie Reuther** of **St. Louis Community College** received second place for an acrylic and color pencil, "19 Years"; and Third Place awards were presented to **Veronica Stevens**, **Sinclair Community College**, for a clay pot titled, "Layered Vessel"; **Cori Karnos**, **Kern Community College District**, for a bronze, "Cooperation"; and **Jan-John Rivera**, **Humber College**, for an oil on canvas, "Little Linda."

The competition juror, **Bruce Lineker**, is Executive Director of the Light Factory in Charlotte, North Carolina. Prior to his current position he was curator at the Southeastern Center for Contemporary Art and curator of exhibitions at the Montgomery Museum of Fine Arts. He has also served on jury panels in many cities, including Houston, Atlanta, Memphis, and Raleigh.

**Tom Pfahlert** and **Pauline Lamal** directed the project for CPCC and are preparing a catalog of all submitted works. The 1999-2000 competition will be hosted by **St. Louis Community College** and coordinated by **Ron Thomas**.

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## LITERARY COMPETITION WINNERS SELECTED

Students from League member colleges throughout the U.S. and Canada recently submitted samples of their literary work for judging in the 6th annual League for Innovation Student Literary Competition. In the short story category, the First Place award went to **Brandon Stewart**, **Johnson County Community College**, for "First Time"; the Second Place award went to **Charles F. Burm**, **Monroe Community College**, for "The Burn Garden"; and the Third Place award was given to **Richard H. Kenney**, **Maricopa Community Colleges**, for "Of Slingshots and Dragonfly Tea."

In the personal essay category, the First Place award went to **Gabriel Prince**, **Windward Community College**, for "Reality Just Slows Down"; the Second Place award went to **Chloe Nelia**, **Johnson County Community College**, for "A Hike in the Woods"; and the Third Place award was given to **Sam See**, **Kern Community College District**, for his essay titled "Swimming." Honorable Mentions were awarded to **Karen Reck**, **Kirkwood Community College**, for "The Bear with a Dress On"; **Kathleen Caprario**, **Lane Community College**, for "Different Degrees of Good-Bye"; and **Sarah Lippek**, **Seattle Community College District**, for "How I Got My Wings."

In the poetry category, First Place was awarded to **Clinton Neuhaus**, **Kern Community College District**, for "Instructions From the Music Box Salesman"; the Second Place award went to **Barbara Conrad**, **Central Piedmont Community College**, for "They Painted Me Pink"; and the Third Place award was given to **Richard H. Kenney**, **Maricopa Community Colleges**, for "Night Watch In the Trophy Room." Honorable Mentions were awarded to **Laura Jean Oliver**, **Foothill-De Anza Community College District**, for "Backyard Fort"; **Melissa Burley**, **Miami-Dade Community College District**, for "Cesar's Cigars"; and **Kathryn R. Lynch**, **Santa Fe Community College**, for "Highway Behind Me."

In the one-act play category (new this year to the competition), First Place was awarded to **Eric W. Olson**, **San Diego Community College District**, for "The Freedom Birds"; the Second Place award went to **CarolAnne Perini**, **Maricopa Community Colleges**, for "M & M's"; and the Third Place award went to **Tracy Stockwell**, **Miami-Dade Community College District**, for "All Nude Review." An Honorable Mention was awarded to **Kenneth Brady**, **Lane Community College**, for "Jesus Knocking."

**Virginia Sutton**, who directed the competition for host **Maricopa Community Colleges**, is preparing a publication of the winning writings. The 1999-2000 competition will be hosted by **Central Piedmont Community College** and coordinated by **Brian Anderson**.

## Plans Underway for Innovations 2000—A Spring Gathering

*Innovations 2000* is scheduled February 27-March 1, 2000, in Orlando, Florida, marking the first time this conference will take place in the spring. Conference organizers changed the time for this annual gathering from the summer to spring in order to allow faculty and staff more opportunity to participate. This, the third *Innovations* conference, is cohosted by **Miami-Dade Community College**, **Santa Fe Community College**, and **Valencia Community College** and will be held at the Omni Rosen Hotel.

Participants will gather to discuss improving student and organizational learning by exploring innovations in: 1) basic skills and developmental education, 2) leadership and organization, 3) student services and activities, 4) teaching and learning, and 5) workforce preparation and development.



Keynote speakers confirmed to date include **Terry O'Banion**, **League for Innovation**; **Greg Sarris**, **UCLA**; **Sandra Acebo**, **Butte College**; **Robert H. McCabe**, **League Senior Fellow**; **John E. Roueche** and **Suanne D. Roueche**, **The University of Texas at Austin**; **K. Patricia Cross**, **League Senior Fellow**; **Wilhelmina Delco**, **The University of Texas at Austin**; **Alfredo G. de los Santos Jr.**, **Maricopa Community Colleges**; **Lydia Ledesma-Reese**, **Skagit Valley College**; and **Byron McClenney**, **Community College of Denver**.

Additional program information and the conference Registration Brochure will be available in October; registrations can be made on the League Web site at [www.league.org](http://www.league.org). League college members may attend the conference at a special discounted rate.



## LEAGUE SUPERLATIVES

“Best,” “First,” “Most,” and “Only” on the National Scene

Monique Amerman, president, Mountain View College, was recently elected to serve on the board of the American Association of Community Colleges.

Paul Hunter, professor of rhetoric in the English department of North Lake College, was selected as the first visiting fellow to Technical and Further Education (TAFE) colleges in Australia. Hunter, along with Tom Morton who teaches mortgage banking at North Lake College, delivered the keynote address at the annual conference of TAFE managers.

Miami-Dade Community College is the top associate degree producer in the country, according to U.S. Department of Education data reported in *Community College Week*'s annual ranking of the “100 Top Associate Degree Producers.” M-DCC led the nation with 5,533 degrees conferred in all disciplines, including ranking as #1 for associate degrees to minorities.

The comprehensive global education program at St. Louis Community College at Forest Park was selected to receive the 1999 International Intercultural Achievement Award from the American Council on International Intercultural Education. The award recognizes the English as a Second Language program for international students, international and intercultural presentations involving non-native students, and the Global Camp for area sixth-grade students.

Gina Kranitz, acting president of Paradise Valley Community College, has been elected incoming chair of the National Association of College and University Business Officers, marking the first time that a community college business officer has occupied this leadership chair.

Charles Zappia has become the first community college historian in the nation

elected to the four-person Professional Division of the 114-year-old American Historical Association. This San Diego Mesa College history professor was nominated based on his ongoing effort with the Organization of American Historians to elevate the community college teaching profession among all historians.

George Sehi, dean of engineering and industrial technologies at Sinclair Community College, has been selected to receive the 1999 American Society for Engineering Education's *Frederick J. Berger National Award*, one of the most prestigious awards that engineering technology educators can receive.

Out of more than 250 international submissions from college, university, and art institute students, 35 posters were selected for exhibition at the Association for Computing Machinery Special Interest Group on Computer Graphics conference. Twelve of the 35 winning posters were designed by Johnson County Community College students in the Communication Systems class taught by Stephanie Sabato, communication design instructor. JCCC students who designed these 12 posters are Jennifer Bailey, Mollie Reimer, Jennifer L. Combs, Daniel Ash, Susan Collins, Tara Lindsey, Jason Lytle, Angie Mahin, Karen Mountain, and Greg Welker. The exhibit curator said, “It is unprecedented for one school to have so many accepted works. The consistent quality of the entries from JCCC was outstanding.”

J. William Wenrich, chancellor of the Dallas County Community College District, was named the 1999 winner of the National Council for Learning Resources' Administrative Leadership Award for his contribution to the support and development of library or learning resources programs in community colleges.

Patricia Bodell, director of the dance program at Scottsdale Community

College, is one of only seven in the U.S. and abroad to earn certification through the Dance Notation Bureau in New York to teach the subject.

Delta College's softball squad won the Fastpitch National Championship this summer. Team pitcher Sarah Smith, a first team All-America selection, was named the tourney's Most Valuable Player and set a tournament record with 35 strikeouts.

“Writing for Animation,” the first workshop of its kind in Canada, was offered this summer by the Humber School for Writers, Humber College, and the School of Animation, Arts, and Design, Sheridan College. The workshop, taught by noted Emmy Award-winning writers and filmmakers was offered on Humber's North Campus.

Joann L. Ordinachev, president of the St. Louis Community College Board of Trustees, recently received the first Trustee of the Year Award from the American Association for Women in Community Colleges (AAWCC). She received this award based on her promotion of issues concerning women in community colleges; participation in AAWCC local, state, and national activities; and encouragement of institutional support of AAWCC.

The Hispanic Caucus of the American Association for Higher Education has named a leadership award in honor of Alfredo G. de los Santos Jr., vice chancellor of educational and student development for Maricopa Community Colleges. *The Alfredo G. de los Santos Jr. Distinguished Leadership in Higher Education Award* was created to recognize de los Santos as a leader, faculty member, mentor, and champion in higher education.

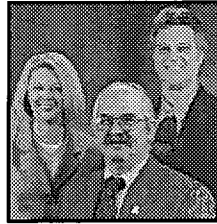


# 1999 Innovations of the Year

*Every year the League honors outstanding innovations which have been recognized by member institutions as Innovations of the Year. These innovations represent capstone achievements and the continuing renewal of the spirit of innovation and experimentation upon which the League was founded.*



*Linda Burns, Mary Helen Gennett,  
Cindy Johnston, Bobby Sutton  
Central Piedmont Community College*



*Phyllis Quail, Douglas Fox,  
Robert Bryan  
Cuyahoga Community College*



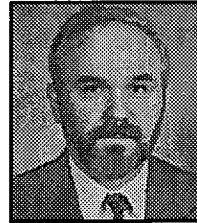
*Nita Drescher  
Dallas County Community College District*



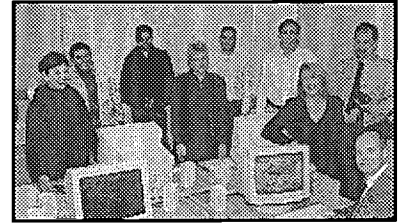
*Elizabeth Dewey, Jane Speer  
Delta College*



*Mark Anderson  
Foothill-DeAnza  
Community College District*



*Slobodan Urdarevik  
Humber College of Applied  
Arts and Technology*



*The Educational Technology  
Center Staff  
Johnson County Community College*

Linda Burns, Mary Helen Gennett, Cindy Johnston, and Bobby Sutton have been named as recipients of Central Piedmont Community College's Innovation of the Year award for a field-initiated study funded by the U.S. Department of Education. The study was designed to measure the effectiveness of using community networks and the Internet to provide basic skills instruction to adults needing a high school credential.

Cuyahoga Community College has selected "Students Meet the Artist, A Virtual Ensemble" as the Innovation of the Year. The program, managed by Phyllis Quail, Douglas Fox, and Robert Bryan, provides an opportunity for K-12 high school music students in three school districts to engage in interactive online distance learning.

Dallas County Community College District's Innovation of the Year award recognizes Brookhaven College's Nita

Drescher for her creation of the research study, "The Effects of Attendance Monitoring and Student Services Intervention on the Retention of Developmental Reading and Writing Students." The study yielded statistical and anecdotal information about patterns of attendance and individual student's reasons for dropping courses.

The Innovation of the Year award has been presented to Elizabeth Dewey and Jane Speer of Delta College for enhancing the college's two-level peer mentoring and tutoring program. Over a four-year span Dewey and Speer have helped over 100 peer mentors, tutors, and leaders through training and certification efforts.

Mark Anderson received the Innovation of the Year award for the Foothill-DeAnza Community College District. Anderson developed the Commercial Music Vocational Program that incorporates MIDI (sound

manipulation) and recording arts (studio recording). He has written and revised 16 courses, secured funding for a record studio, and obtained a donation from the Dig Design Corporation for recording equipment.

Humber College of Applied Arts and Technology's Innovation of the Year, Part Models for Drafting Courses, developed by Slobodan Urdarevik, has given students the ability to transform three dimensional objects to two dimensional drawings and vice versa. Urdarevik noted that his students were having difficulty learning engineering graphics and introduced the teaching of mechanical drafting using innovative models of orthographic projection that he designed. Students using this method have developed a higher level of these essential skills as a result.

The Educational Technology Center Staff were selected as recipients





*Paul Meyers, Matt Hightower,  
Lori Olivera, Rhonda Williams  
Kern Community College District*



*Kay Forest, Bonnie Cackoski,  
Ryan Shultz, Dixie Mercer,  
Ben Balvanz, Randy Knight  
Kirkwood Community College*



*Ron Belisle, Marie Olsen, Stanley J. Grossman  
Maricopa Community Colleges*



*The Odyssey Oversight Committee  
Miami-Dade Community College*



*Kathy O'Shea, Holly Wynn  
Monroe Community College*

of the Innovation of the Year award at **Johnson County Community College**. They developed the Web-O-Matic Online Course which features suggested guidelines, sample learning activities, essential course elements, design and implementation tips, and an electronic list for discussing distance education trends and issues.

**Kern Community College District** has selected **Paul Meyers, Matt Hightower, Lori Olivera, and Ronda Williams** as the recipients of the Innovation of the Year award. The four-member team created Cerro Coso Online that offered 48 courses and 100 selections to an unduplicated headcount of 2,000 students.

**Kay Forest, Bonnie Cackoski, Ryan Shultz, Dixie Mercer, Ben Balvanz, and Randy Knight** are the winners of **Kirkwood Community College's** Innovation of the Year award for the development and coordination of Kirkwood's Instructional Technology Institute. The Institute is a weeklong, hands-on technology workshop that provides faculty members an opportunity to move their classes from instructor-led lecture to instructor-as-facilitator by

introducing technology into the curriculum. Participants work as a cohesive unit on individual projects throughout the course. Instruction is offered on creating multimedia/computer generated material for classroom presentation and developing a World Wide Web presence to enhance classroom lectures.

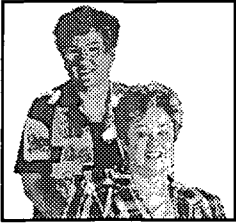
**Lane Community College** has selected the Guided Studies Program as the Innovation of the Year (no photo available). The program is designed for students whose reading placement test scores indicate the need to strengthen academic skills before entering college-level courses and involves the collaboration of multiple units of the college—counseling, testing, advising, study skills, adult basic and secondary education, financial aid, as well as the support of academic and technical departments. Team members include: **Mason Davis, Linda DeWitt, Phyllis Geyer, Edna Grass, Gail Hemsoth, Dan Hodges, Pat John, Cheryl Kempner, Ellen Lacey, Carolyn Litty, Carol Lynn Morse, Leigh Alice Petty, Elaine Pray, Leslie Rasor, Alice Whitenack, Tom Wiedeman, John Winqvist, and Linda Wong.**

**Maricopa Community Colleges** recognizes the Refugee Targeted Assistance Program directed by **Ron Belisle, Marie Olsen, and Stanley J. Grossman** as Innovation of the Year. The program is a partnership between two Maricopa Community Colleges campuses and three community agencies to smooth the transition for recently arrived refugees who have fled their homelands. The program provides assistance to refugees so they learn a new language, new skills, and the American work ethic.

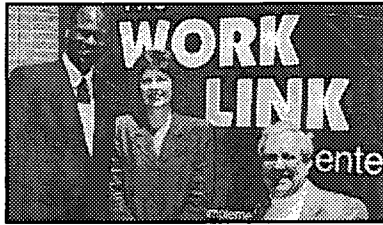
**Miami-Dade Community College's** Innovation of the Year, the Odyssey Project, has been one of the most intense, broadly-applied projects the college has ever undertaken. The project, coordinated by the **Odyssey Oversight Committee**, involved replacing all of the college's software systems and converting 12 million student files to provide online application and registration.

**Monroe Community College's** Innovation of the Year, the Liberal Arts Advisor/Advisee Mentor Program developed by **Kathy O'Shea and Holly Wynn**, is a collaborative effort between student and academic services. The program provides an opportunity for





*Sharon Potacki, Marlee Roth  
Moraine Valley Community College*



*Malik Ahmed, Blair Forlaw, Jack Quigley  
St. Louis Community College*



*Karen Owen  
San Diego Community  
College District*



*Open Campus Faculty and Staff Initiative Team  
Santa Fe Community College*



*Susan L'Heureux  
Sinclair Community College*

faculty and students to develop important ongoing connections in and out of the classroom. This effort was designed to encourage and support developmental advising, a process that encourages students to discuss academic concerns and conduct long-range planning prior to course selection.

**Moraine Valley Community College's** Innovation of the Year award recognizes the development of "Cutting Edge," a Web-board assisted program created by **Sharon Potacki** and **Marlee Roth**. The program provides students with the opportunity to learn online research techniques, teamwork within an organization, e-mail communication, online conference protocols, and chat box experience in the realm of their everyday business homework assignments.

**St. Louis Community College's** Innovation of the Year award recognizes The Work Link Program, a collaborative program involving three principal partners, St. Louis Community College, Better Family Life, Inc., and the East-West Gateway Coordinating Council. The program is a component of the college's response to national and statewide welfare reform legislation and provides work

readiness training, job placement, and job retention support to chronically unemployed people. The program was the innovation of **Malik Ahmed, Blair Forlaw, and Jack Quigley**.

**San Diego Community College District** has selected the Continuing Education's New Media Center as Innovation of the Year. The program designed by **Karen Owen** is the response to the multimedia and information technology training needs of the community and local businesses by establishing short-term classes and certificates. As a result, the Multimedia Certificate is a model being adopted by colleges throughout the country.

**Santa Fe Community College** has selected the Open Campus Faculty and Staff Initiative as the Innovation of the Year. Participating faculty members revised their courses in order to build elements that would foster the creation of virtual learning communities and learned how to best use tools available to create academically rigorous yet student-friendly online course environments. Team members include: **Jerry Bieber, Rick Buckner, William Byrd, Susan Crosson, Byron Dyce, Lois Ellis, Teklay**

**Fessahaye, Tari Kendall, Barbara Kramer, Cheryl Krauth, Anne Kress, Mike Lazin, Anne Lisca, Lucy Marrero, Susan Miller, Msafiri Mshewa, Donna Musselman, Betty Odum, Brendan Pieters, Ellen Purcell, Michelle Ratliff, Deborah Simon, Jean Thomas, and Marcia Wehr.**

**Sinclair Community College** named **Susan L'Heureux** as recipient of the Innovation of the Year award for "Crossing Over." She successfully transformed the curriculum for developmental reading and led her colleagues in developing an instructional base that incorporates technology and results in increased student retention and learning.

***Congratulations to all  
the Innovation of the  
Year Winners!***



## ON CAMPUS

Carin Weiss, vice chancellor for planning and development at the Seattle Community College District, is the new League representative, replacing April Jensen who accepted a position as executive vice president at Green River Community College in Auburn, Washington.

Gina Kranitz, dean of administrative services at Paradise Valley Community College, has been named acting president of the college. President Raúl Cárdenas was appointed interim chancellor of the Maricopa Community Colleges July 1, 1999.

The St. Louis Community College Board of Trustees approved the appointments of Gustavo Valadez Ortiz, former executive director for partnership programs for the City Colleges of Chicago, and E. Lynn Suydam, former vice president for instruction at Belleville Area College, to the positions of president at the Florissant Valley and Meramec campuses, respectively.

Cynthia Wilson, former instructor, English and history, at Southwest Texas Junior College, joined the League staff August 1 as an associate director. Wilson's responsibilities include research, writing, and editing for League programs, publications, and projects.

### Teaching at a Distance Handbook Released

The League and corporate partner Archipelago Productions released *Teaching at a Distance—A Handbook for Instructors*. This guide for distance learning instructors introduces fundamental ideas on designing, implementing, and facilitating a distance learning course. It offers specific strategies for tackling

topics ranging from choosing delivery technologies to encouraging collaboration among scattered distance learning students to testing and other evaluation methods. Copies have been sent to League member colleges; additional copies are available for \$15 from the League office or online at [www.league.org](http://www.league.org).

### Pew Grant Awarded to League

Recognizing the increasing importance of community colleges in the country's higher education system, The Pew Charitable Trusts have awarded a \$204,000 planning grant for a national project to establish new standards for the community college sector.

Earlier this year the League convened presidents from a dozen colleges to explore the prospects of identifying a common set of abilities and assessment strategies that would bring new standards to community colleges. They agreed to lead an effort to define which key abilities would form the core of their degrees and which performance standards they would use to award their certificates and degrees.

This grant supports the first phase of the project to be completed in April 2000 which will 1) develop a consensus among the selected community colleges about the focus and specifics of the necessary cross-cutting abilities needed to function in the 21<sup>st</sup> century; 2) create an inventory of current practices in the participating colleges regarding teaching and assessment of these skills; and 3) develop a national survey to provide baseline information about the extent to which performance-based standards have taken hold in community colleges. From these data the League will develop recommendations and a proposal for a more extensive project.

### Microsoft Student Technology Winners Announced

John Thomas Reed, a student at El Centro College, received the Microsoft Student Technology Champion Award, as announced at the *Innovations 1999* conference in June in New Orleans. This award, created in 1998 by Microsoft Corporation in tribute to the League for Innovation's 30<sup>th</sup> anniversary,

provides a \$10,000 cash gift and copies of Microsoft software and will assist Reed in advancing his career in technology. In addition, Microsoft announced a special second place cash award of \$3,000, along with Microsoft software, presented to Benjamin Scott Kennedy, a student at Delta College. We congratulate the winners.

### Final Tech-Prep Student Success Guidelines Issued

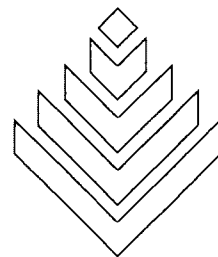
*Guidelines for Building Student Success into Tech-Prep*, the final report of a three-year grant from FIPSE, was published and distributed to all participants at the *Innovations 1999* conference. The

guidelines were developed through site visits to exemplary tech-prep consortia in selected states throughout the country. C. Fran Holm, Santa Fe Community College, served as project coordinator.

*Innovator* is printed as a community service by Monroc Community College.

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Nancy Italia  
Editor



# Innovator

A TRADITION OF EXCELLENCE THROUGH INNOVATION

NOVEMBER 1999

VOLUME 27, NO. 2

## Innovations 2000 to Highlight Educational Leaders and Learning-Centered Features



Terry O'Banion



Greg Sarris



John E. Roueche



Suanne D. Roueche



Wilhelmina Delco



Lydia Ledesma-Reese



Byron McCleney



Sandra C. Acebo



K. Patricia Cross



Alfredo G. de los Santos Jr.



Paul Gianini



Randi Levitz



Robert H. McCabe

**I**nnovations 2000 is scheduled February 27–March 1, 2000, in Orlando at the Omni Rosen Hotel, and will be hosted by **Miami-Dade Community College District, Santa Fe Community College, and Valencia Community College.** This third annual conference dedicated to improving student and organizational learning through innovation, experimentation, and institutional transformation will explore five innovation streams: basic skills and developmental education; leadership and organization; learning and teaching; student services and activities; and workforce preparation and development. The following conference features will attract more than 1,500 community college educators:

- Introducing the League's newest initiative, *The Community College Orientation Course*—a seven-hour course designed to provide fundamentals and future directions of the community college to new faculty, administrators, and staff
- More than 200 Forums and Special Sessions highlighting model programs and practices in the five innovation streams
- 120 Roundtables offering a more intimate setting for exchanging ideas
- Engaging keynote speakers discussing critical issues facing community college educators
- Learning Center courses—three-hour and six-hour intensive workshops granting Continuing Education Unit (CEUs)
- 24-Hour E-Mail and Internet Lab

(Continued on page 2)



## Milliron Selected as New League CEO

**M**ark D. Milliron has been named the new president/CEO of the League for Innovation in the Community College. Milliron, executive director of Global Learning Initiatives for **Oracle Corporation**, will replace Terry O'Banion, who is retiring December 31, 1999, after 23 years as League president.

Milliron was selected at the League fall board meeting in Toronto after an international search. **Jerry Moskus**, current League chair and president of **Lane Community College** said, "Milliron is the quintessential community college success story and leader. He found opportunity as a student at **Mesa Community College** and never stopped growing and learning. His unusually strong communication, leadership, and technical skills give him the vision and vitality to lead the League into new promise as an international force in the field of higher education."

Milliron has a bachelor's and master's degree in organizational communication from Arizona State

(Continued on page 3)





## Conference on Information Technology a Success

The 1999 Conference on Information Technology (CIT) held October 20-23 at the Hyatt Regency Hotel in Chicago brought together close to 4,000 participants to exchange ideas and experience how information technology is used to improve all aspects of community college education. A state-of-the-art technical infrastructure that included more than 600 fully networked computers, a high-speed Internet connection, and 10 hands-on computer labs, was in place largely due to the efforts of host **Moraine Valley Community College**, conference chair **Diane Grund**, and many of the 100+ corporate partners that exhibited at the conference. More than 400 MVCC volunteers supported the conference, including the superb technical team of staff and students that designed and helped install the fiberoptic network now in permanent position at the Hyatt Hotel. One of the most popular spots at the conference was a wireless Internet and E-mail lab that was open to participants 24 hours a day.

The conference featured keynotes by engaging speakers such as **Christine Hemrick, Cisco Systems, Inc.**; **Jorge Klor de Alva, University of Phoenix**; **Mark D. Milliron, Oracle Corporation**; and **Steven W. Gilbert, The Teaching, Learning, and Technology Group**. (Highlights of the keynote addresses are available via the League's Web site at [www.league.org](http://www.league.org).) All presentations were supported by sophisticated technology, including Internet accessibility, video-data projection, multiplatform computing, and multimedia presentational software.

League partners such as **Apple Computer, Cisco Systems, Compaq Computer Corporation, Dell Computer, Microsoft, Oracle**, and **SCT** contributed in major ways to conference programming. In addition, partnerships were an integral part of the Sloan/League Asynchronous Learning Networks Summit; The Teaching, Learning, and Technology Roundtable Learning Center courses; and keynote addresses, as well as Learning Center courses featuring the Microsoft Office User Specialist (MOUS) and **World Association of Webmasters** certification programs.

In addition to high-tech presentations, the 1999 CIT engaged participants in active and asynchronous learning. The most powerful learning component of the conference was a series of ten computer labs called Hands-On Alley. Companies such as **Apple, CBT Systems, Datatel, Dell, IBM, Lotus, Microsoft, Macromedia**, and **Sun Microsystems** provided hardware, software, and training that allowed participants to learn by doing with some of the best technology available for community college instruction and administration.

More than 650 conference attendees participated in Learning Center courses that provided detailed exploration of high-interest subjects such as ToolBook II, E-commerce, Adobe Photoshop, teaching online, Web authoring, developing a virtual campus, and the roles of learning resource and chief information officers in community colleges.

In recognition of **Terry O'Banion's** contribution to community colleges and his retirement from the position of president and CEO of the League for Innovation, **Microsoft** announced establishment of the *Terry O'Banion Student Technology Awards*. The awards are to be presented annually to two deserving students dedicated to careers in technology. One of the two awards will be presented to a student with a career focus on software development.

The League released a new monograph on Web-based learning (see page 4) and findings from the *1999 Campus Computing Survey* conducted by **Kenneth C. Green**, director of the Campus Computing Project. This year's study again indicates that the most pressing concerns facing colleges and universities revolve around the infusion of information technology into instruction and providing quality technology support services to faculty and staff. Contact Green at [www.campuscomputing.net](http://www.campuscomputing.net) for additional information.

The 2000 CIT is scheduled November 15-18 in Anaheim and will be hosted by **Foothill-De Anza Community College District** and **Coast Community College District**.

## League Awarded \$1.1 Million to Create Learning Colleges

The League for Innovation will direct a new \$1.1 million, three-year Learning College Project to assist ten community colleges intensify their efforts to become Learning Colleges. The ten participating community colleges will be selected on a competitive basis from the United States and Canada.

**PBS Adult Learning Service** will be a key partner in this project, assisting the League with the dissemination of project activities and results to community colleges. It is anticipated that other League corporate partners will also participate in the project.

**Jerry Moskus**, president of **Lane Community College** and 1999 chair of the League's board, observed that "the project could not be more timely. A Learning Revolution is spreading throughout higher education, and the League, through its Learning Initiative, has been laying the groundwork to help community colleges become more learning centered. With this new project, the League heightens its campaign to support community college participation in the Learning Revolution."

The project will begin in January 2000 when announcements inviting community colleges to apply for one of ten Vanguard College positions in the Learning College Project will be sent to all community colleges in the United States and Canada.

## Innovations 2000 Features

*(Continued from page 1)*

- Interactive audience surveys via wireless digital keypad technology
- Distribution of two new monographs on learning and teaching
- An extensive partner exhibit featuring educational products and services
- The opportunity to exchange ideas with colleagues during receptions, breaks, and after-hours gatherings

The Conference Registration brochure is available online at [www.league.org](http://www.league.org) or from the League office.



## LEAGUE SUPERLATIVES "Best," "First," "Most," and "Only" on the National Scene

**J. William Wenrich, Dallas County Community College District** chancellor, received the Marie Y. Martin Chief Executive Officer Award from the **Association of Community College Trustees**. Wenrich was cited for his willingness to partner with government and business to improve education at all levels, his open communication style, and the effective lobbying he has done on behalf of all Texas community colleges.

**Roy Giroux**, League Representative and vice president emeritus, **Humber College of Applied Arts and Technology**, has received the John Fry Individual Merit Award for Staff, Program, and Organizational Development. Giroux was honored for his years of outstanding contributions to staff development and the Doctoral Program for Community College Leaders at the University of Toronto.

The **National Council for Staff, Program, and Organizational Development** has selected **Sinclair Community College** as one of three national winners of its 1999 Institutional Merit Awards. The honor recognized Sinclair's role in committing time, funds, and talent to professional development.

**Rita McKinley**, campus director of Student Activities at **Cuyahoga Community College, Eastern Campus**,

was awarded the Advisor of the Year Award from the **American Student Association of Community Colleges**.

**Lance Haley, Eastfield College** automotive technology student, won a bronze medal at the Vocational Industrial Clubs of America national competition.

**Miami-Dade Community College District's** Web site, [www.mcdd.edu](http://www.mcdd.edu), was recently selected a "Top Site" by **Educating.net**. The site was among the top three percent chosen from among 2,373 other worldwide sites in the College & University category.

**Susan Faulkner**, chair of the English Department at **Cedar Valley College** has been awarded **Phi Theta Kappa's** prestigious Mosal Award for Scholarship and Leadership given to outstanding Phi Theta Kappa advisers or regional coordinators.

**Lynn M. Disbrow**, associate professor of communication arts at **Sinclair Community College**, has been named Community College Outstanding Educator for 1999 by the National Communication Association. Disbrow coordinated the speakers bureau for Sinclair's successful levy campaign, which garnered 73 percent voter approval, a modern day record.

## Pew/League Project Colleges Meet

Representatives from 15 leading U.S. and Canadian community colleges met in Southern California November 6-7 to help lay the foundation for the 21<sup>st</sup> Century Skills Project. Funded by **Pew Charitable Trusts**, the project is designed to increase the capacity of community colleges to identify, assess, and certify 21<sup>st</sup> century skills. To further inform the project, chief

academic officers of Alliance for Community College Innovation member institutions will be asked to respond to a Survey of the Status of 21<sup>st</sup> Century Skills in the Community College Curriculum. For more information on the Pew/League project, contact **Cynthia Wilson** at [wilson@league.org](mailto:wilson@league.org).

## ACCI "What Do CEOs Want to Know About..." Survey Results

Results from the survey, "What Do CEOs Want to Know About E-Mail Communications Management?" were mailed recently to members of the Alliance for Community College Innovation. CEO respondents ranked e-mail as their second most common mode of business-related communication, following face-to-face communication. Most presidents said they spend up to 12 hours per week reading and responding to e-mail, and more than half reported that they use no organizing system for managing their e-mail.

Results from the survey, "What Do CEOs Want to Know About Their Physical Health?" were also recently mailed. Approximately 60 percent of ACCI presidents receive an annual executive physical checkup as a college benefit. Half of the presidents sleep between five and six hours a night and the other half between seven and eight hours; none sleep longer. Twenty-one percent spend less than two hours a week exercising while 31 percent spend five or more hours a week exercising. More than 40 percent of the CEOs cite exercise as their most successful strategy for managing stress, and over 50 percent choose walking as their major form of exercise.

Complete results from both surveys are available from the League office. The next survey will cover the topic of mentors and mentoring and will be mailed in spring 2000.



## Milliron New League CEO

*(Continued from page 1)*

University and a doctorate in educational administration from **The University of Texas at Austin**. He previously served as vice president and chief operating officer of the League, vice president of academic and student services at **Mayland Community College**, and executive assistant to the vice chancellor at the **Maricopa Community Colleges**. He has authored more than 25 print and Web publications and is a well-known speaker in the community college field. Milliron will join the League January 1, 2000.



## ON CAMPUS

**Walter Packard**, formerly of the College of DuPage, was selected as the new chancellor of **Kern Community College District**, effective November 1.

**R. Thomas Flynn**, vice president for student/administrative services and chief financial officer at **Monroe Community College**, has been selected as its next president. Flynn will serve while the search for a permanent president is undertaken to replace retiring president **Peter A. Spina**.

**Henry D. Shannon**, president of the Forest Park campus of **St. Louis Community College**, is serving as acting chancellor of the college, following the resignation of chancellor **Vivian B. Blevins**.

**Ronald Bleed**, vice chancellor, **Maricopa Community Colleges**, has been named the League Representative, replacing **William Waechter**, who recently retired.

### New Monograph on Web-Based Teaching

**F**aculty *Guide for Moving Teaching and Learning to the Web*, by **Judith Boettcher** and **Rita-Marie Conrad**, is now available from the League. This monograph provides faculty and administrators with a set of practical guidelines for implementing Web-based learning in postsecondary institutions. Sections on Web technology, learning theory, and instructional design add historical and pedagogical elements, while stories from faculty who have taught Web-based courses offer experience-based insights into online learning and teaching.

Early response to this publication indicates it provides insights and guidance for educators across the nation struggling to meet the mushrooming demand for Web-based learning options, and all

### Honors Heaped on O'Banion on Retirement

**I**n recent months, **Terry O'Banion**, retiring president and chief executive officer of the League for Innovation, has received many awards and honors on the occasion of his retirement. At a special dinner held during the September board meeting in Toronto, board members, League representatives, League staff, former board members, and friends of O'Banion spoke of his contributions to the community college world and his many personal and professional achievements. O'Banion received the *B. Lamar Johnson Award for Leadership in Innovation*; honorary degrees from **Humber College of Applied Arts and Technology**, **Central Florida Community College**, and **Santa Fe Community College**; a proclamation from his birth city, **LaBelle, Florida**; as well as a number of mementos and gifts. Humber College hosted this board meeting September 29–October 1.

In addition, the **National Council for Student Development (NCS)**—in association with the League for Innovation, **Santa Fe Community College**, and **Central Florida Community College**—created the *Terry O'Banion*

*Shared Journey Award* in honor of O'Banion's first book and work in the field of student development. Three winners will be selected annually and recognized at the NCS meeting. In addition, **Florida State University**, where O'Banion received his Ph.D., recognized him as the Outstanding Educator of the Year for 1999.

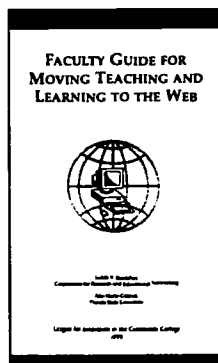
And finally, at the October Conference on Information Technology in Chicago, **PBS Adult Learning Services** announced the creation of *The O'Banion Prize* for inspiring significant change in teaching and learning and presented the first such award to O'Banion. This award will be presented annually to the college or institution that best represents the values of the Learning College. (See page 2 for additional honor from Microsoft.)



### New Monograph on Web-Based Teaching

**F**aculty *Guide for Moving Teaching and Learning to the Web*, by **Judith Boettcher** and **Rita-Marie Conrad**, is now available from the League. This monograph provides faculty and administrators with a set of practical guidelines for implementing Web-based learning in postsecondary institutions. Sections on Web technology, learning theory, and instructional design add historical and pedagogical elements, while stories from faculty who have taught Web-based courses offer experience-based insights into online learning and teaching.

Early response to this publication indicates it provides insights and guidance for educators across the nation struggling to meet the mushrooming demand for Web-based learning options, and all



faculty and staff in your institution will want to obtain copies.

Copies are \$20 and may be ordered through the League online bookstore at [www.league.org](http://www.league.org) or with a purchase order by FAX to **Erin Luna** at (949) 367-2885. Discounts are available for quantity orders and to League member colleges.



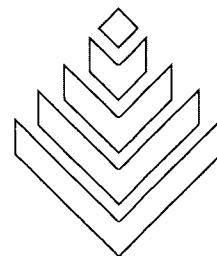
*J. William Wenrich, chancellor, Dallas County Community College District, is the League board chair for 2000.*

*Innovator* is printed as a community service by Monroe Community College.

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**Nancy Italia**  
Editor





# Innovator

A TRADITION OF EXCELLENCE THROUGH INNOVATION

FEBRUARY 2000

VOLUME 27, NO. 3

## LEAGUE RELEASES THREE NEW MONOGRAPHS AT *Innovations 2000*

The League released three new monographs on learning and teaching practices at the February *Innovations 2000* conference.

**C**ollaborative Learning 101, *The Cross Papers, Number 4* is the fourth in a series by Senior League Fellow **K. Patricia Cross** to tackle key educational issues in a style that is both scholarly and practical. In this introduction to collaborative learning, Cross reviews research and theory and offers practical tips from faculty who use collaborative learning in their classes. Readers will learn the basics of the collaborative learning technique, hear about its successes and failures, and be newly challenged to try techniques that can have a powerfully positive impact on learning.

This 32-page publication is available from the League office at \$15 per copy. Order online at [www.league.org](http://www.league.org).

**T**o Teach with Soft Eyes: Reflections on a Teacher/Leader Formation Experience is a thoughtful and encouraging collection of essays written

by 24 teachers and administrators from **Richland College** and edited by **Rica Garcia**, following a retreat at the Fetzer Institute. The Fetzer Institute created The Courage to Teach program, a series of retreats based on the national teacher formation work of Parker J. Palmer, author of *The Courage to Teach*. Here the college members report on their explorations of the inner landscape of an educator's life and how their discoveries have illuminated, challenged, and changed their lives.

This 150-page publication is available from the League office at \$20 per copy. Order online at [www.league.org](http://www.league.org).

**L**earning Outcomes for the 21<sup>st</sup> Century: A Report of a Community College Study was also released at the conference and is supported by a project planning grant from the **Pew Charitable Trusts**. This report, written by **Cynthia D. Wilson, Cindy L. Miles,**

### NEW FROM THE LEAGUE

- ◆ Collaborative Learning 101
- ◆ To Teach with Soft Eyes
- ◆ Learning Outcomes for the 21st Century

**Ronald L. Baker, and R. Laurence Schoenberger**, presents the results of a study of U.S. and Canadian community colleges to provide baseline information about the status of activity in community colleges regarding student learning outcomes for the 21<sup>st</sup> Century. Exemplary learning outcomes activities at **Cascadia Community College (WA)** and **Waukesha County Technical College (WI)** are highlighted. The data support a proposal for a more extensive project with **Pew Charitable Trusts** to increase the capacity of community colleges to define and certify the acquisition of 21st Century Skills for their students.

This paper is also available from the League office at \$15 per copy. Order online at [www.league.org](http://www.league.org).

All three new monographs were released at the *Innovations* conference and have been sent to League college presidents and representatives.

**Check Out the New  
and Improved  
league.org  
...Innovation at Your  
Fingertips!**

## *Innovations 2000* Move to Spring a Hit

**A**t the time of this writing, the February 27–March 1 *Innovations 2000* conference in Orlando had not yet taken place. However by all early indications, the moving of this event from summer to spring was well received by participants. It is expected that the number of attendees will exceed last year's

conference in New Orleans as the League has received more registrations than last year at this time. In addition, the block of guest rooms at the **Omni Rosen Hotel** has been sold out for several weeks and overflow properties will be utilized.

(Continued on page 3)



## 2000 Conference on Information Technology Planning Underway

Preliminary planning has begun on the 2000 CIT to be held in Anaheim, California, at the Anaheim Convention Center and the Hilton Anaheim and Towers, November 15-18. The **Foothill-De Anza Community College District** and the **Coast Community College District** will host this year's conference, led by **Jon Ohberg** and **Ted Boehler**, respectively. The 2000 CIT will once again provide a wide range of learning options including hands-on computer labs, general sessions featuring key national leaders and engaging speakers, approximately 1,000 breakout sessions, and an exhibition of resources and services from corporate partners. The 100-plus corporations slated to exhibit at this year's conference will provide much of the state-of-the-art conference infrastructure. As with last year's conference, the 2000 CIT will engage conference participants in active and asynchronous learning through a series of computer labs called "Hands-On Alley," designed to allow for more self-directed looks at some of the best technology available for community college instruction and administration. Another learning experience that will be available at the conference is the Learning Center, which provides courses to supplement the conference program through in-depth coverage of current topics in information technology provided by recognized leaders in the focus areas. In addition, the conference provides an Internet and E-Mail Lab that will be open to participants 24 hours a day.

A new feature for the Conference on Information Technology that will be available this year will be the opportunity for colleges with technology-related job vacancies to connect with individuals seeking technology-related employment. The primary goal of the **2000 CIT Job Fair** will be to create an affordable way for employers to meet face-to-face with highly qualified candidates to fill vacant positions.

A Call for Proposals for this conference has been distributed nationwide and is available electronically at [www.league.org](http://www.league.org); the deadline for receipt in the League office is April 7.

### New League.org Site Unveiled

The League's Web site ([www.league.org](http://www.league.org)), which now encompasses the Technology and Learning Community, has undergone a major redesign and upgrade. The new site puts League publications, innovations, services, events, and information at your fingertips, 24-hours a day. The site is supported by Distinguished Corporate Partners **Compaq**, **Microsoft**, and **Interliant**—a new partner of the League.

### League/PLATO Internet Project Concludes

The League and **TRO Learning**, the developer of computer-based PLATO products and services, have completed an exploratory research program on the successful integration of Internet-based instruction with local area networks and other college-based resources in developmental mathematics programs. The study titled, *Critical Success Factors for Internet-Based Learning in Developmental Mathematics*, was designed to explore critical success factors for computer-based distance learning in developmental math programs during a summer trial implementation session and a full fall semester term.

Participants from League member colleges included: **Delta College**; **Eastfield College**; **Kapi'olani Community College**; **Kirkwood Community College**; **Moraine Valley Community College**; **Miami-Dade Community College District**; **Santa Fe Community College**; and **Sinclair Community College**.

The League and TRO presented the study findings at *Innovations 2000* via a CD-ROM, marking the first time the League has distributed information using this format. In addition, the League will publish a monograph, containing the CD-ROM, about student outcomes and other results from each site. The findings will also be available on the League's and TRO Learning's Web sites. Contact **Ed Leach** at [leach@league.org](mailto:leach@league.org) for additional information.

## Alliance+ Project in Year Three

Several accomplishments have been realized by the Alliance+ project in recent months. The project to prepare teachers in Cleveland, Phoenix, and Miami to integrate technology into the curriculum in innovative ways has entered into partnerships that have strengthened and expanded training and learning opportunities. Alliance+ is linked with E-Pals, an organization that arranges Web-based collaborative projects involving 60,000 teachers throughout the world; Schools Online, an organization that provides equipment to needy schools; and the Joyce Foundation, that is providing \$286,000 to strengthen the Alliance program at **Cuyahoga Community College**.

In addition, the project received special recognition in the October 29, 1999, issue of *The Chronicle of Higher Education* in an article titled, "A University (Stevens Institute of Technology) Offers On-Line Science Lesson for Middle-School Students Worldwide." The article highlights the project's International Boiling Point activities, which were also reviewed by Science NetLinks' Board of Reviewing Editors and are now featured as a recommended resource on a homepage for science educators created by the American Association for the Advancement of Science.

In an effort to promote the model and to find possible sites for replication, Alliance+ participants and League staff have made presentations at a variety of national conferences. League staff are meeting with administrators from various community colleges with interest in joining the project.

Production has started on a CD-ROM to be used for sharing the Alliance+ project model with schools and colleges interested in adopting the model, as well as for orienting new mentor and mentee teachers in the Savvy Cyber Teacher training program. The CD-ROM will capture classroom applications of Savvy Cyber Teacher training, testimonials from successful mentor/mentee teachers, and

(Continued on page 3)



# LEAGUE SUPERLATIVES

## "Best," "First," "Most," and "Only" on the National Scene

Shepherd M. Anderson, chair of Sinclair Community College's Manufacturing Engineering Technology program, has been named the recipient of the Society of Manufacturing Engineers' John T. Parsons Outstanding Young Manufacturing Engineer Award for 2000.

Richland College is one of 17 colleges nationwide to be chosen to participate in "Advancing Humanities Through Technology," a Community College Humanities Association initiative funded by the National Endowment for the Humanities. The yearlong grant project, led by Kathy Yates, Bill Matter, Carole Lester, and George Massingale, encourages the use of technology in teaching humanities and focuses on the six credit "learning community" history and government class, "World War II and Fifty Years Later: V-Mail to E-Mail."

Three Miami-Dade Community College Medical Campus students were

among 10 students from across the U.S. who received scholarships from the Society of Diagnostic Medical Sonographers recently. Luis Rios, Ninfa Briones, and Grant Hagstrum each received the scholarship on the basis of academic merit.

The Brookhaven College National Student Nurses Association (NSNA) placed 8th in the Top 25 NSNA Honor Roll Schools. Joan Becker and Becky Johnson are the faculty advisors to this organization.

Cuyahoga Community College is offering the nation's first data mining certificate program. Data mining is the new frontier of market research and business intelligence, sifting through large data sets to find valuable patterns and trends useful in decision making. The certificate program is led by executive vice president Susan Muha, and SPSS.

Miami-Dade Community College District's women's volleyball team won

their fifth national championship at the National Junior College Athletic Association (NJCAA) Women's Volleyball Championship. Players Yesmina Moreno and Olga Correa earned spots on the NJCAA's All-Tournament Team, and Patricia Bernardo garnered Most Valuable Player honors. Coach Ildia Medero was named Coach of the Tournament.

Paradise Valley Community College Pumas pole vaulters Dason Phelps and April Steiner set new National Junior College Athletic Association (NJCAA) records at a recent track meet. Phelps set the best mark by a collegian at all levels this year. Steiner's vault ranks among the top seven collegiate marks and qualifies her for the U.S. Indoor Championships. Phelps and Steiner currently hold the national men's and women's pole vaulting titles awarded at the 1999 NJCAA championships.

### Alliance+ Project Status

*(Continued from page 2)*

examples of different models for coordinating activities for teacher technology professional development. The CD-ROM highlights how the workshops engage teachers in unique and compelling applications of the Internet as a tool for enhancing student learning.

Precollege educators in the project were invited to enroll in the new online graduate certificate program, Technology Applications in Science, the first online graduate level courses for K-12 teachers, offered by Alliance+ partner Stevens Institute of Technology. The certificate program, offered over the Internet for precollege science and mathematics teachers, curriculum and technology specialists, and administrators, is designed to improve mathematics and science in the classroom while introducing technology as an integral part of a school's curriculum.

Four flyers that detail the Alliance+ project are available from the League office.

### Innovations 2000 Conference A Hit

*(Continued from page 1)*

Finally, the number of proposals to present a session at the conference grew by more than 20 percent over 1999. The new time appears to suit the community college audience exceedingly well.

The conference offers many learning-centered features including the League's newest initiative, "The Community College Orientation Course"; keynote addresses by Terry O'Banion, Greg Sarris, John and Suanne Roueche, Lydia Ledesma-Reese, Wilhelmina Delco, J. William Wenrich, and Alfredo G. de los Santos Jr; Learning Center courses; a 24-hour E-Mail and Internet Pavillion supported by Gateway; three new monographs on learning and teaching (see article page 1); an extensive exhibition; and opportunities to exchange ideas with hundreds of colleagues. Also new this year is the Barnes and Noble Conference Bookstore featuring publications from keynote

presenters and special book signing opportunities.

More than 100 volunteers from host colleges Miami-Dade Community College District, Santa Fe Community College, and Valencia Community College are supporting the conference, along with Proxima, Computer Projection Services, and Toshiba, who donated the video data projectors for the presentation rooms. Orlando is a particularly welcome venue to the many attendees coming from parts of the United States and Canada suffering from a series of late winter storms.

*Innovations 2001* will be held in Atlanta, February 28-March 3, 2001, and will be hosted by Georgia Perimeter College, with assistance from Georgia Department of Technical and Adult Education. A Call for Proposals is available from the League office or online at [www.league.org](http://www.league.org).





# ON CAMPUS

Henry D. Shannon, former president, St. Louis Community College at Forest Park and League representative, has been appointed chancellor of St. Louis Community College. Pat Donohue, vice chancellor, St. Louis Community College at Florissant Valley, will again serve as League representative.

Roe Darnell, president, Cerro Coso Community College, will replace David Scott as the League Representative for Kern Community College District, effective March 2000 upon Scott's retirement. Scott has served as League Representative since 1984.

Sharon S. Narimatsu has been appointed as provost of Leeward Community College; she previously served as acting provost for a year.

Jerome Hunter, president of San Diego City College, has been selected as chancellor of the North Orange County Community College District in California, effective February 1.

Stella Perez, former associate vice president at St. Petersburg Junior College and current president of Working Class Systems, has joined the League staff as Director of League Online. Perez will focus on expanding the League's Web-based services and further connecting the League community through Internet technologies.

## JUDGES SELECTED FOR STUDENT ART AND LITERARY COMPETITIONS

The 1999-2000 national Student Art Competition, hosted by St. Louis Community College, and the national Student Literary Competition, hosted by Central Piedmont Community

## 2000 CALENDAR OF EVENTS AND DEADLINES

**February 27-March 1**

*Innovations 2000*  
Orlando, Florida

**June 17-21**

*Learning College Project Seminar*  
Scottsdale, Arizona

**March 17**

*Student Art Competition Deadline*  
Host: St. Louis Community College

**August 6-11**

*Executive Leadership Institute*  
Newport Beach, California

**March 29-31**

*Spring Board Meeting*  
Central Piedmont Community College  
Charlotte, North Carolina

**October 11-13**

*Fall Board Meeting*  
Foothill-DeAnza Community  
College District  
Cupertino, California

**March 31**

*Student Literary  
Competition Deadline*  
Host: Central Piedmont  
Community College

**November 15-18**

*2000 Conference on  
Information Technology*  
Anaheim, California

**April 14**

*Innovation of the Year Deadline*  
Submit to League Office

**February 28-March 3, 2001**

*Innovations 2001*  
Atlanta, Georgia

College are currently underway at each of the twenty League member colleges. Local winners will be selected to participate in the national competition.

The jurors for the Student Art Competition are **Ken** and **Kate Anderson**, marking the first husband/wife team ever to judge this competition. Kate, director of the R. Duane Reed Gallery, exhibits throughout the United States and works in wood, stone, and paint. Ken, a professor at the University of Missouri, has had over twenty gallery affiliations throughout the U.S. and is a painter, sculptor, and mixed-media artist. The deadline for submitting entries to **Ron Thomas** at St. Louis Community College is March 17.

Four judges have been selected for the Student Literary Competition. **Fred Chappell** will judge the poetry category, and **Jade Q. Huynh** will judge the personal essay category. The one-act play category will be judged by **Karyn Traut**,

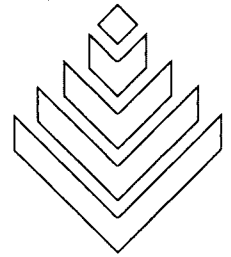
and the short story will be judged by **Peter Turchi**. March 31 is the deadline for submitting entries to **Brian Anderson** at Central Piedmont Community College.

National winners of both competitions will be selected by the judges in April and announced in the fall edition of *Innovator*. Catalogs of the winning works will be distributed in the fall.

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**Nancy Italia**  
Editor



# Innovator

A TRADITION OF EXCELLENCE THROUGH INNOVATION

APRIL 2000

VOLUME 27, NO. 4

## 12 Vanguard Learning Colleges Selected for Learning College Project

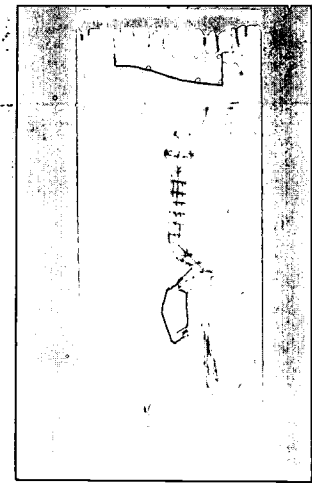
The League was delighted with the response to its latest program, the Learning College Project. Expecting 40 applications from community colleges wanting to be selected as one of the ten Vanguard Learning Colleges, the League received 94 applications. Because the number and quality of the applications was most impressive, the League has decided to fund two additional Vanguard Learning Colleges, increasing the number of project participants to 12.

The selected Vanguard Learning Colleges include **Cascadia Community College (WA)**, **Community College of Baltimore County (MD)**, **Community College of Denver (CO)**, **Humber College of Applied Arts and Technology (ON)**, **Kirkwood Community College (IA)**, **Lane Community College (OR)**, **Madison Area Technical College (WI)**, **Moraine Valley Community College (IL)**, **Palomar College (CA)**, **Richland**

**College (TX)**, **Sinclair Community College (OH)**, and **Valencia Community College (FL)**. These colleges will become incubators and catalysts as they share models and practices to transform community colleges into more learning-centered institutions. They will share innovative practices with educational institutions around the world.

The League has also expanded the project by inviting the 82 other applicants to join the project as Learning College Champions. Learning College Champions will participate in the project through connections to project activities in every appropriate way, including sharing publications, assessment tools, Web sites, and other resources at no cost to the colleges.

Teams from the 12 Vanguard Learning Colleges will meet for an Initial Seminar June 17-21 in Scottsdale, AZ. At the seminar, the teams will meet with a number of the Advisory Committee members and



An untitled mixed media work won First Place "Best of Show" for David Silver, Monroe Community College, in the Student Art Competition.

(See story on page 4.)

consultants including **K. Patricia Cross**, **Alfredo G. de los Santos Jr.**, **Michael Dolence**, **Steve Gilbert**, **Roy Giroux**, **Robert McCabe**, **John E. Roueche**, **Michael Skolnik**, **Jerry Sue Thornton** and League staff. Kay McClenney will participate as the project evaluator throughout the three years of the project.

## 2000 Executive Leadership Institute Participants Selected

Thirty-three senior-level community college leaders have been selected to attend the League's thirteenth annual Executive Leadership Institute, scheduled August 6-11, 2000, in Newport Beach, California. A review committee of community college presidents and ELI graduates selected the participants from nearly 100 qualified applicants.



Four members of the class of 2000 represent League institutions: **Gina Cortes-Suarez**, dean of academic affairs, **Miami-Dade Community College**; **Gail C. Mee**, dean of instruction, **Mesa Community College**; **Marilyn D. Rhinehart**, dean of instruction, **Johnson County Community College**; and **James M. Still**, professor, **Delta College**.

The Executive Leadership Institute is conducted by the League in cooperation with **The University of Texas at Austin**.

The purpose of the Institute is to assist potential presidents in reviewing their abilities and interests, refining their skills, and exploring leadership issues. During the past twelve years, more than 388 community college leaders have participated in the institute, and approximately 150 have become presidents of community colleges.

Contact the League office for information about the 2001 Institute.



## Conference on Information Technology to Offer Range of Learning Options and Exciting Features

Preparations are under way for the 2000 CIT to be held in Anaheim, California, at the newly renovated Anaheim Convention Center, November 15-18. Cerritos College, Coast Community College District, Foothill-De Anza Community College District, North Orange County Community College District, and San Diego Community College District will cohost this 16th annual conference. In 2000, CIT will once again provide a wide range of learning options, including hands-on computer labs, hundreds of breakout sessions, an exhibition of resources and services from corporate partners, and key national spokespersons. Confirmed keynote speakers include **Don Tapscott**, chair, **Alliance for Converging Technologies** and author of *Growing Up Digital*; **Bill Hill**, Microsoft Chief E-Book Developer, and **Kenneth C. Green**, founder/director of The Campus Computing Project and visiting scholar at The Center for Educational Studies of Claremont Graduate University in Claremont, CA. Additional invited speakers include **Robert Glaser**, Chairman/CEO, **RealNetworks, Inc.**; **Andy Grove**, CEO, **Intel Corporation**; and **Naveen Jain**, Chairman/CEO, **InfoSpace, Inc.**

A new feature for this year's conference will be a technology job fair that will provide the opportunity for colleges with technology-related vacancies to connect with individuals seeking technology-related employment. The primary goal of the 2000 CIT Job Fair will be to create an affordable way for employers to meet with highly qualified candidates to fill vacant positions at their colleges.


The 2000 CIT will also be the home of the **Emerging Technologies and Career Symposium**. This inaugural event, a cooperative effort between the League and the **NorthWest Center for Emerging Technologies**, will provide an opportunity for education and business leaders to come together to develop and share ideas for accurately forecasting and addressing the needs of the information technology workforce. The audience will be made up of 50 four-member teams consisting of two community college representatives and two representatives from a business or organization that works closely with their community college to develop information technology curriculum and programs. The symposium is scheduled for November 14, 2000.

A special Learning Center Course involving the **Museum of Tolerance** located within the **Simon Wiesenthal Center** is scheduled. The tour and course will be a meaningful and practical occasion designed specifically for attendees of CIT and will educate participants about the importance of tolerance in society. Participants of this Learning Center Course will experience an interactive, high-tech, hands-on educational event that will focus on two themes: the history of the Holocaust and the dynamics of racism and prejudice in America. Additional information about Learning Center Courses and other aspects of the 2000 CIT can be obtained by visiting [www.league.org](http://www.league.org) or by calling (949) 367-2884.

## O'Banion Microsoft Student Technology Winners

The 2000 Terry O'Banion Student Technology Awards were announced at the *Innovations 2000* conference by **Microsoft Corporation**, the competition sponsor. **Nancy Sullivan**, a student at **Chandler-Gilbert Community College**, was named Student Technology Champion, and **Debora Ann Earixson**, a student at **Delta College**, was named Student Developer Champion. In addition, a special award was given to **Monika A. Quinnell**, **Eastfield College**, by the Microsoft Accessibility Group. Each of the three student technology champions received a check for \$5,000 and a software package valued at over \$1,000. We congratulate the winners.

These awards were created in 1998 by Microsoft in tribute to the League's 30th anniversary and named in honor of retired League chief executive officer, **Terry O'Banion**.

  
**WATCH...**  
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Expanded *Innovator*  
Newsletter.  
Coming in August....



## Big Picture Book Released

The League is pleased to announce release of *Taking a Big Picture Look @ Technology, Learning, and the Community College*, edited by League staff members **Mark Milliron**, **Cindy Miles**, and **Cynthia Wilson**. The book's publication comes at the end of a three-year effort to document the "most powerful trends" in technology faced by community college educators. With primary research, practical applications, case studies, and thought pieces, *Big Picture* provides a context for technology that speaks to community college administrators, faculty, staff, and trustees, as well as to legislators, scholars, and students concerned with community college issues.

*Big Picture* includes chapters written by prominent community college leaders and scholars such as **Paul Elsner**, **Alice Villadsen**, **Mary Kay Kickels**, **Sunil Chand**, **Carol Cross**, **Lynn Sullivan Taber**, **Laurence F. Johnson**, **Judy Lever-Duffy**, **Steven Lee Johnson**, **Conferlete Carney**, **Lawrence G. Miller**, **Paul Fuchcar**, and **David T. Harrison**. Copies of the book will be available in summer 2000 through the League at [www.league.org](http://www.league.org).





# LEAGUE SUPERLATIVES

## "Best," "First," "Most," and "Only" on the National Scene

Eduardo J. Padrón, president of Miami-Dade Community College District, was named one of the "20th Century Presidents Who Have Influenced the Higher Education Landscape" by *Black Issues in Higher Education* magazine. The December issue honored "the bold presidents whose leadership helped shape 100 years."

Linda B. Rosenthal, 20-year member of the Maricopa Community Colleges' District Governing Board, has been awarded the prestigious Trustee of the Year Award by the American Association of Women in Community Colleges (AAWCC), for her consistent commitment to the mission of community colleges and to the principles of equity and equality espoused by AAWCC. "She is a role model for trustees everywhere," said the organization.

The San Diego Community College District has been selected by Microsoft as one of eight community college districts to receive a cash grant to develop and implement technology training programs that directly address the workforce needs of local communities. The colleges are known as the "Working Connections Class of 2002" and are part of a five-year, \$7 million philanthropic program aimed at helping disadvantaged people prepare for information technology jobs.

The Johnson County Community College (JCCC) Council of Directors chair team has received the annual leadership award from the Chair Academy. The team, Denny Kurogi, Clarissa Craig, Bill Osborn, Jonathan Bacon, and Joe Gadberry, was recognized for their significant contribution to the quality of the group process and the improvement of programs and practices at JCCC.

Central Piedmont, Cuyahoga, Dallas County, Delta, University of Hawai'i, Johnson County, Kirkwood, and Moraine Valley Community Colleges are among 40 two-year colleges in the nation to

develop ACT, Inc.'s network of computerized testing and training centers that will use state-of-the-art technology to deliver services to businesses and individuals. The centers will offer training in adult literacy and employability skills, computer and information technology, industrial safety and technical skills, management leadership and small business operation, and professional and personal development, along with computerized education and career guidance programs, computer-delivered certification and licensure tests for the trades and professions, and distance learning.

The Johnson County Community College Gallery of Art has been named one of 29 museums in the United States and abroad to receive gifts of contemporary artwork from the collection of Peter and Eileen Norton. The Nortons are donating nearly 1,000 pieces of art valued at more than \$2 million to museums, primarily to college and university art galleries outside the largest cities to bring works of younger artists to the attention of a broader public. The JCCC collection is called the "Year of Tibet Portfolio" because prints by the featured artists were part of a Tibetan relief benefit.

Richland College was honored at the Futures Assembly in Orlando with the Honor Roll: Best in Class for the 2000 PACESETTER award, sponsored by the University of Florida Institute for Higher Education, Datatel, and the Continuous Quality Improvement Network. Richland received the award for having demonstrated significant commitment to continual improvement of learning opportunities for students and employees.

The American Society of Travel Agents and the Institute of Certified Travel Agents has selected the Travel and Tourism program at Sinclair Community College as its first approved national Travel Agent Proficiency test site. The test measures the entry-level knowledge of travel agent professionals and serves as a first step toward professional recognition.

Miami-Dade Community College (M-DCC) was nominated for the prestigious *Computerworld* Smithsonian Innovation Award for its work in helping develop and test the Florida Academic Counseling and Tracking for Students Network, which links the computer networks of the state's 28 community colleges and 10 universities via the Internet. M-DCC subsequently was selected to be the sole test site in the U.S. for SAGA Software, Inc.'s major new software product, Sagavista. The *Computerworld* Smithsonian Program brings together the leaders of 100 top IT companies worldwide to help document the Information Age.

National City Corporation and Cuyahoga Community College (CCC) have created a first of its kind in the nation public/private partnership to address future trends in technology and the regional labor market. The organizations will develop a series of technology super camps at all three CCC campuses this summer to train 350 students in computer technology, create a pipeline for job opportunities for students, use CCC's pioneering method of measuring both behavioral and technical competence to predict employee success and match it with corporate culture, and work with area high schools to prepare students for higher education and the technology job market.

Johnson County Community College (JCCC) was one of three colleges to win a 2000 American Council on International Intercultural Education Achievement Award for outstanding international education. JCCC was recognized for its initiatives in three areas: student programs, including international service-learning projects, the intercultural semesters, and an international corps; educational partnerships with students and faculty in China, Russia, and the United Kingdom; and promotional materials in support of international programs.



## ON CAMPUS

**Jerry Moskus**, president, Lane Community College, announced his decision to retire effective June 2001. Moskus has served as president since March 1990.

**Patricia A. Keir**, former executive vice president at Lansing Community College, has been named the new president at San Diego Miramar College. Keir is a graduate of the Executive Leadership Institute (ELI) Class of 1996.

**Felix Aquino**, former dean at Hudson County Community College, West New York, will become president, Continuing Education Centers, San Diego Community College District, on July 1. Aquino is a 1989-90 graduate of the Expanding Leadership Diversity (ELD) program and a 1994 graduate of the Executive Leadership Institute.

### De los Santos Named Senior League Fellow



**Alfredo G. de los Santos Jr.**, former vice chancellor of Maricopa Community Colleges, has been named a Senior League Fellow by the League board of directors. De los Santos will work with the League on research and publications related to the Digital Divide, development of a variety of grant proposals, interassociation collaborations, and the development of League services to the international community.

## National Student Art Competition Winners Announced

The winners of the 1999-2000 Student Art Competition, hosted by St. Louis Community College and coordinated by Ron Thomas, were recently announced. The First Place Best of Show award was presented to **David Silver**, Monroe Community College, for an untitled mixed media. The Judge's Purchase Award went to **Scott McMath**, Delta College, for a charcoal drawing titled "Schard."

The Second Place award was won by **Joanne Callow**, Maui Community College, for an untitled photograph; and Third Place awards were presented to **Clifford Brown**, San Diego Community College, for an untitled ceramic; **Nikki Good**, Kern Community College District, for a black-and-white photograph titled "Christina"; and **Elizabeth Kang**, Dallas County Community College District, for an oil on canvas titled "Sibling."

Honorable Mention was given to six students: **Jane Love**, Central Piedmont Community College, for an oil painting titled "Sisters"; **Liesl Fitzenrider**, Delta College, for a color photograph titled "Circular Motion"; **Laney Lloyd**, Lane Community College, for a weaving titled "Rites of Spring"; **Carol Freedman**, Miami-Dade Community College, for a silver bracelet; **Matt Thatcher**, Kern Community College District, for a mixed

media oil and tar titled "Communication 2000"; and **Diem Van Huynh**, Humber College of Applied Arts and Technology, for a photograph titled "Warren."

The competition included nearly 100 works of art from League colleges. A catalog of all entries is currently being produced by St. Louis and will be mailed to all League members this fall.

The jurors for the Student Art Competition were **Ken and Kate Anderson**. Kate, director of the R. Duane Reed Gallery, exhibits throughout the U.S. and works in wood, stone, and paint. Ken, a professor at the University of Missouri, exhibits throughout the U.S. and is a painter, sculptor, and mixed-media artist. The Andersons commented, "An exhibition designed to provide a vehicle for exceptional community college students to demonstrate their innovation and creativity via a juried exhibition is a rare and positive entry into the professional art arena... The works that received awards were well crafted, conceptually sophisticated, and indicative of artistic maturity. Congratulations are due to all the artists... and to their dedicated teachers..."

The 2000-2001 competition will be hosted by the Foothill-De Anza Community College District and coordinated by **Bill Geisinger**.

## Alliance CEO Survey Results On Key Trends Distributed

League for Innovation Alliance CEOs were recently surveyed about key trends in the community college field. Survey findings indicated that CEOs strongly believe that in the next three to five years options for learning will increase; information technology literacy will become a requirement in most academic programs; e-commerce expectations by students, employees, and community members will increase; faculty training in the use of information technology will be an essential part of staff development; legislators will call for more accountability; workforce training/development offerings will expand; developing and maintaining partnerships with local corporations will become even more essential; and aligning with K-12 and universities will be increasingly important.

Complete results are available from the League office. The next survey will cover "What Do CEOs Want to Know About Mentoring" and will be mailed mid-May.

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