

MEMO FROM THE OFFICE OF THE PRESIDENT

December 23, 2008

A- B Tech Campus Community:

Leaders owe a covenant to the corporation or institution which is after all a group of people. Leaders owe the organization a new reference point for what caring, purposeful, committed people can be in the institutional setting. Notice I did not say what people can do - - what we can do is merely a consequence of what we can be. Corporations, like the people who compose them, are always in a stage of becoming. Covenants bind people together and enable them to meet their corporate needs by meeting the needs of one another - - From Leadership is an Art, Max Depree.

Be confident, be inspired, be A- B Tech..... as you know this has been our fall college campaign, you have seen it on billboards, in publications, and on the windows of the new student service center.

You have heard me quote James Allen, Dream lofty dreams, and as you dream, so shall you become. Your Vision is the promise of what you shall one day be; your Ideal is the prophecy of what you shall at last unveil. Our Dreams are articulated in the College Goals and Objectives 2007- 10, I have shared with you my Vision, the initiatives to bring those dreams to life and have asked the people of A- B Tech to, through their teamwork, work to unveil our Ideal for the future.

My vision for A- B Tech Ideal has included the use of state- of- the- art technology and data information in management and teaching and learning leading to effective and documented results. To date, we have made college email available to all our students and adjunct faculty to improve communications. We have implemented online registration and approximately 20% of our students, this semester, are using that path to register for their classes. Students received their grades quickly via the web for the first time this fall. We have implemented a college- wide security plan using our technology to address a campus emergency. In January, our students will have 24/7 online tutoring available to help them be successful. Those creating online courses are adding new dynamic learning objects using the technology and technology assistance available to them to make those courses exciting and relevant for our students. **You** have much to be proud of.

My vision has included increased recruiting and retention of students to successful completion of their programs. We have implemented a process for contacting student who are not attending class and helping them get back on track. The new student survey is attached and demonstrates the quality of our admission process is improved even without enough people in place resulting in long waits for some students during fall registration and long hours for employees. With more resources, this is an area of the college that must be a priority for new positions. **You** have much to be proud of.

My vision has included world- class facilities for all divisions of the college. Our Long- Range Master Facilities Plan includes, as a first priority, a state- of- the- art Medical Education/Training Center to meet the needs of the largest growing segment of our region s employment. We began the Medical Assisting Program this fall and are in the planning phase for Pharmacy Technology, and our R.N. program is working to achieve national accreditation. **You** have much to be proud of.

So with so much being accomplished, what has created a sense of discontent among some people of A- B Tech? Have we moved too quickly, is there not enough buy- in, is it my style of leadership?

We have moved quickly were enough people involved for buy-in; I have been concerned with many of our students taking online courses at other colleges resulting in a loss to us, so I have moved quickly in this area. More than 60 people from across the campus have been involved in the creation of the processes and systems to support the development of courses. With the new student service center coming online this fall, I wanted to see it become a true one-stop center where students work with one person through the admission process improving relationships and the quality of the experience rather than moving from station to station. I believe it would have been a missed opportunity not to have the new process in place when the new facility was opened. We have added a couple of new positions, made some part-time positions into full-time and over the summer the division cross-trained.

My leadership style may be described as more business-like or entrepreneurial. Using the dreams of the college, our Goals and Objectives 2007/10, which was in place when I came to the college, I have developed a vision for us to achieve them, including initiatives to meet those goals. I have created departments or asked existing departments to create what those initiatives would be at A-B Tech. I think out-loud with people and look for dialogue and open debate to be influenced, to flush out the best ideas, and how to get things done. I have not always felt like I was getting the input I would like, which may be our culture and may reflect a difference in my leadership style. I see my leadership role as providing the vision in accordance with the college goals and objectives and to work to provide the resources determined to be needed to accomplish our goals. This is my leadership style. As president, I ultimately take responsibility for the results, in particular if things don't work and share the credit when they do.

I take responsibility for the dissatisfaction of some who don't like my leadership style or my pace of work. A-B Tech is a good college and I am proud to have the opportunity to come here to serve. As we approach our 50th anniversary, I don't want to see the discontent of people who make up our A-B Tech Community get in the way of progress. Therefore I will begin my search for a new opportunity to provide leadership where my talents may better match the needs of the organization. I am passionate about student success and that will remain my focus.

For me, it is like the biblical story of cutting the baby in half and both mothers lose. I don't want to see division, I want to see A-B Tech remain whole and to be great. I will begin my search immediately and will work with the Executive Committee of the Board to make this transition as smooth as possible for everyone.

God Bless and I wish you a beautiful holiday season.

Respectfully Submitted: Dr. Betty Young, President