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***The Alabama Community College System:
Developing Champions***

President's Message



Dr. Humphrey Lee,
2008 ACA President

A new year has begun for the members of the Alabama College Association. As with each new beginning, the opportunity to examine our past accomplishments as well as our future plans presents itself. Part of these past accomplishments includes one of the most successful professional development conferences ever conducted by our organization. Using this as a foundation, the ACA Executive committee will create the future plans that ensure another successful conference this year - a conference that meets your professional development needs.

You are a part of ACA's past and future and we want your participation. One way to stay involved is to receive the information outlined in this edition of the ACA Journal. In this edition, you will have the opportunity to view the highlights and accomplishments of our members as well as receive instructions for submitting proposals to the annual conference. Future editions provide information on all aspects of the annual conference planning from scheduled conference work-

shops, to invited speakers, to the registration process.

On behalf of the ACA Executive Committee, I would like to again thank you for your contributions to ACA's past success and with your continued support, we hope to continue our success as the primary professional development provider for the Alabama Community College System.

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ACA Notes

News About Employees From ACA Member Institutions

Bevill State Community College

A team of astronomers, including Bevill State Instructor **Tarsh Freeman**, made a recent discovery. The team discovered two new components within a spiral galaxy called "NGC4622." The team's findings were presented at the American Astronomical Society meeting in Austin, TX in January.

English Instructor **Jeremy Bearsen** was selected as a presenter at two national literary conferences recently. Both presentations involve the critique of the novel, *The Life and Opinions of Tristram Shandy*.

English and Literature Professor **Stephen Rizzo** recently published some of his research examining Southern literature. His work appears in the upcoming, *Themes of Conflict in the Nineteenth- and Twentieth-Century Literature of the American South: A Collection of Essays*.

Jefferson State Community College

Veterinary Technician Instructors **Mikky Campbell**, L.V.T and **Kristi Rodas**, L.V.T. were named Veterinary Technicians of the Year by the Alabama Veterinary Technician Association. Campbell was awarded for 2006 and Rodas for 2007.

Shelton State Community College

Dr. Fran Turner, Adult Education Program Director; **Phillip Johnson**, Adult Education Site Coordinator; and **Tommy Taylor**, dean of Students, were recently published in *Innovation Abstracts* by the National Institute for Staff and Organizational Development (NISOD). The article explores Shelton State's Adult Education Program class structure redesigned to address the needs of young adult learners.

Snead State Community College

English Instructor **Annette Cederholm** will be recognized with a National Institute for Staff and Organizational Development Excellence Award at the Annual International Conference on Teaching and Leadership Excellence in Austin, TX in May.

Wallace State Community College - Hanceville

Dr. Vicki Hawsey, president, was recently elected to the Commission on Colleges of the Southern Association of Colleges and Schools.

Head Men's Basketball Coach **Allen Sharpe** was recently presented the "Glen Clem Coach of the Year Award" while Assistant Baseball Coach **Chuck Davis** was honored with the Alabama Baseball Coaches Association Assistant Coach of the Year Award.

Wallace Community College Selma

President **Dr. James M. Mitchell** was elected to serve as president of The West Alabama and East Mississippi (WAEM) Alliance, a recently formed educational and community-development alliance established to allow eight community colleges in West Alabama and East Mississippi to collaborate and engage in building regionalism.

TEACHING AND LEARNING

NW-SCC Hosts Renowned Geneticist

Nationally renowned geneticist, **Beverly L. Davidson**, recently visited Northwest-Shoals Community College (NW-SCC). Dr. Davidson lectured high school and college students about inherited genetic diseases, namely Huntington's disease, and the research she has conducted to combat the disease.

Dr. Davidson's visit was a result of accepting a fellowship grant on behalf of the Tuscumbia based, Lori C. Sasser Foundation. The foundation was started by the family of Sasser, a Tuscumbia resident and victim of Huntington's disease, to raise money toward finding a cure.

Approximately 150 students heard Dr. Davidson speak, including genetics students from area high schools and biology and honors students from NW-SCC.

Dr. Davidson's research is focused on inherited genetic diseases that cause central nervous system dysfunction, with a focus on (1) recessive, childhood onset neurodegenerative disease; and (2) dominant genetic diseases for example, Huntington's disease.

WCC Launches Global Learner College Concept

Wallace Community College is taking proactive measures to maintain its position as a leader in education by reinventing itself as a "Global Learner College."

According to WCC President **Dr. Linda C. Young**, Wallace will be the first GLC in the nation and will serve as a pilot program for The Slater Group, owner of the trademarked term and program.

Dr. Roger Slater, president of the Atlanta-based consulting firm, says the GLC concept is designed to ensure students are prepared for success in the current global workforce and that college programs and services meet the changing economic development needs of local communities.

The foundation for the GLC concept is quality. In 2006, The Slater Group began an internal assessment of all functional levels of WCC, comparing teaching and learning strategies, as well as management and supervision styles, with nationally recognized standards and practices. The end result will be predetermined critical

desired outcomes, achieved by implementing those "best practices" identified as being successful by benchmark colleges and organizations. For WCC students, this means efficient, streamlined services and quality instruction in every aspect of the college.

Young says, "I firmly believe that if we want to continue to be a leader in education throughout our region, we have to embrace the concept that quality should be the overarching theme for everything we do."

Slater emphasizes the need to empower students to succeed in today's global society which has been enhanced in recent decades by technological breakthroughs and shaped by major world events.

The individual members of the WCC faculty and staff are currently leading the teams that will transform the institution. Young says this hands-on approach will enhance the sense of ownership among the participants.

The logo consists of a white circle on a dark gray background. Inside the circle, the text "SmartWorkEthics.com" is written in a sans-serif font. The "Smart" and "Ethics" are in a lighter gray, while "Work" is in a darker gray, and ".com" is in the same lighter gray as "Smart" and "Ethics".

SmartWorkEthics.com

TEACHING AND LEARNING

LSCC Sets State Record for Certified Automotive Programs

The National Automotive Technicians Education Foundation (NATEF) has certified two additional programs at Lawson State Community College. These programs, Automotive Technology and Medium and Heavy Truck Technician, are part of the College's Alabama Center for Automotive Excellence.

These certifications bring Lawson State's total number of certified programs to five. The other programs are Ford ASSET, General Motors ASEP and Toyota T-Ten.

"We are the only two-year college in the state to achieve this number of certifications," explained **Tom Berryman**, director of the Alabama Center for Automotive Excellence.

In order to achieve certification, the program instructors worked with advisory committee members and college administrators to complete a thorough self-evaluation comparing their programs to the standards. Next a team of industry volunteers led by a NATEF-trained evaluation team leader performed an on-site inspection. The evaluation process

included a review of the program's administration, facilities, curriculum, tools and equipment, student services, finances, and adherence to industry standards for a quality training program.

The Medium and Heavy Truck Technician Program achieved a milestone with its certification. It is the first diesel truck technician program to be certified in Alabama, Mississippi or Georgia.

The Alabama Center for Automotive Excellence annually educates more entry-level technicians than any other institution in the state. In addition, the Center provides hundreds of hours of in-service training for technicians working in field and hosts the High School Automotive Summer Institute for instructors in the region.

NATEF is an independent, non-profit organization that evaluates technician training programs against standards developed by the automotive industry and recommends qualifying programs for certification by the National Institute for Automotive Service Excellence.

RSTC Expands Dual Enrollment Courses

Dual enrollment courses have expanded at Reid State Technical College. Students from Monroe, Butler, Conecuh, and Escambia counties attend building construction, collision repair technology, industrial electricity/electronics, and welding courses while attending high school.

Students are able to reduce the course length of college enrollment by attending college classes to gain workforce skills which are in demand by employers. Two dual enrollment students will graduate from both high school and college in May. The welding graduates will be able to begin employment after high school having completed college coursework simultaneously with high school requirements.

Program expansions in welding and industrial electricity/electronics have provided new equipment for student lab experience. Welding added new booths, machines, and an exhaust system to increase space for additional student enrollment. Industrial electricity/electronics added new mechatronics, pneumatic, and programmable logic controller equipment. This equipment was made available through funding provided by the Alabama Department of Postsecondary Education through the Governor's Office of Workforce Development.



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STUDENT SUCCESS

BSCC's Tavares Among Best

Bevill State Community College student, **Ana Tavares**, is among an elite group of students in the nation receiving recognition as one of the top two-year college students in the nation. Tavares was honored as one of only 20 students named to the prestigious 2008 *USA TODAY* First Team All-USA Community College Academic Team.



Student members comprising the first, second, and third teams were featured in an article in the Apr. 7 issue of *USA TODAY*.

An international student from Brazil, Tavares is a Business and Economics major. In addition to being named to the All-USA First Team, she was recently honored by Phi Theta Kappa, the international two-year honor society for two-year college students, as Alabama's 2008 New Century Scholar and the recipient of the Guistwhite scholarship.

Tavares said, "Bevill State provided a cultural connection to the community in ways that I never imagined possible. Bevill State has allowed me to be more than just a student; I am part of the Bevill family and a contributing member of the community in which I live and learn."

MMI's Event Serves as Recruiting Tool

In March, Marion Military Institute hosted the 2nd Annual Knight-Fox Challenge, bringing 151 prospective students on campus.

In 2007, MMI designed the event as a recruiting tool; an opportunity for high school juniors and seniors interested in a military career to experience cadet life first-hand. Over the course of the event, students participated in activities such as Army Physical Fitness Tests, paintball exercises, weapons relays, rappelling and conducting basic military tactics.

To emphasize academic admissions requirements, ACT Residual Testing was administered on-site. Participants also heard informative briefings from the Admissions,

Financial Aid, Service Academy Prep and ROTC departments.

"It is my assessment that with the cadets returning from Knight-Fox, we have a unique opportunity to reach our recruiting goal to start this fall semester with the largest college enrollment in MMI's history," noted **SGM Dennis Hastings**, TXSG, director for Enrollment Management at MMI.



Prospective cadets prepare for competition during MMI's Knight-Fox Weekend

JSCC SIFE Team Wins Championship

Jefferson State's SIFE (Students In Free Enterprise) Team won the regional championship in Atlanta at a recent competition. The team competed against other community colleges from all over the country. The championship included \$1500 and advancement to the national competition in May to take place in Chicago where the team will compete with all regional champions.

The teams are judged on their educational programs which are presented to a panel of judges who look for the most innovative programs that teach the free enterprise economic system. Also announced at the regional competition, Jefferson State's SIFE is one of 20 finalists for the SIFE Entrepreneurship Award for creative entrepreneurship programs. The Jefferson State SIFE Team received \$1000 and the opportunity to compete with 19 other community colleges, universities and four-year colleges at the national exposition in Chicago.

STUDENT SUCCESS

Selma Early College High School Students Await Graduation from WCCS

Thirty-one Selma Early College High School students will graduate from high school and college in the same month this May. These outstanding students will participate in Wallace Community College Selma's 2008 Commencement Ceremony and then, in less than two weeks, participate in their high school graduation ceremony with fellow classmates at Selma High School.



Students in WCCS' Early College High School Program

"It will give me great pleasure at our spring 2008 commencement services to have Early College students, the inaugural class of this program, participate in our ceremony," said **Dr. James M. Mitchell**, WCCS President. "This initiative aligns with my advocacy of a seamless education concept that seeks to blur the line between all levels of education, business, industry, government, parents, students and the general community."

The Selma Early College High School, which is the first of its kind on a college campus in the state of Alabama, is an

innovative partnership with Wallace Community College Selma, Tuskegee University, Alabama State University, and Selma City Schools, with initial funding from SECME, Inc. through the Bill and Melinda Gates Foundation.

Students will graduate with a high school diploma, plus up to two years of college credit towards a bachelor's degree. By creating a structure in which the high school years are compressed with the number of years required to receive college degrees, the Early College High School is centered on improving graduation rates and better preparing students for entry into high-skill careers.

The Early College High School is also designed to substantially increase the number of minority and female students who will pursue advanced studies and careers in Mathematics, Science, Engineering and Technology.

The Selma ECHS program began in 2005 with approximately 60 ninth graders taking classes on the second floor of Selma High School. "Enrollment now stands at 193," said **Irene Smith**, Selma ECHS Director. Students are actually enrolled at Selma High School, but they are housed on the WCCS campus.

Snead Student Receives Award

Adam Phillips, a student at Snead State Community College is the recipient of the 2008 Terry O'Banion Student Special Achievement Award.



"I couldn't believe it. I didn't think I had a chance of winning. I'm very excited about it," said Phillips.

The award is sponsored by Microsoft and the League for Innovation in the Community College. Students have to be nominated for the award by an instructor. Computer Science Technology Instructor **John Haney** recommend Phillips for the award.

"This award is one of the most prestigious awards given in the technical area," said Haney. "I'm very excited and proud for Adam. He is an outstanding student, who is most deserving."

A father of three, Phillips is pursuing his Associate in Applied Science degree in Computer Science Technology at Snead State. In addition to being a full-time student, he also works full-time as a computer technician to support his family. Phillips plans to complete his coursework this May and plans to pursue an undergraduate degree in Computer Science.

As the award recipient, Adam will receive a \$5,000 cash award and a Microsoft software package.

LEADERSHIP

Munnerlyn Named President

Recently, **Bradley Byrne**, chancellor of the Alabama Department of Postsecondary Education, recommended to the State Board of Education that **Samuel Munnerlyn** be named president of Trenholm State Technical College. Munnerlyn follows **Dr. Anthony L. Molina** who died in 2007. Munnerlyn served as interim president for more than nine months. He has worked at the college since 1978 in several positions, most recently as Dean of Students.

In recommending Munnerlyn as president, Chancellor Byrne said, "Sam is without a doubt a man of unquestionable integrity. He has an enormous amount of experience and remarkable people skills."

Munnerlyn grew up in the Tensaw community of Baldwin County where he graduated from Baldwin County High School in 1974. He received the Bachelor of Arts degree from Stillman College, Masters of Science degree from Alabama State University, and a Certification in Vocational Education from Alabama A & M University. He is a graduate of the 2001 class of The Alabama Community College Leadership Academy, and in 2004 participated in The Laken Institute, an affiliate of the National Council on Black American Affairs and the American Association of Community Colleges.

The House That CVCC Built

Chattahoochee Valley Community College faculty, staff and students contributed time, energy and heart to build a house in the Habitat for Humanity neighborhood of Sandfort Hills in Phenix City.

This was the biggest personal effort college employees have made to the neighborhood, but not its only contribution. Two weeks earlier, the campus chapter of Phi Theta Kappa International Honor Society worked for hours, hauling wood and nailing the frame for another home. During the month, the CVCC Family worked on several of the eight houses that were under construction.

In addition, the college has been the host site for Habitat for Humanity's Collegiate Challenge for seven years. About 100 students from across the United States make CVCC's gymnasium their home. CVCC faculty, staff and students provide snacks and access to entertainment.

JDCC Selected for Award

The National Council of Instructional Administrators (NCIA) has selected Jefferson Davis Community College for an honorable mention award in its 2007 Exemplary Initiatives Competition. NCIA is a professional organization affiliated with the American Association of Community Colleges (AACC). The awards recognize outstanding ways to enhance the quality of higher education provided at the two-year institutions.

Each year, community colleges submit a variety of "Best Practices" that correspond to annual award categories. This year NCIA solicited entries in six broad areas: Student Retention and Success, Curriculum Innovation, Organizational Change, Assessment of Student Learning, Workforce Development, and Responding to Community Needs. A panel of community

college practitioners from across the country evaluated and selected institutions for recognition.

JDCC received an honorable mention in the Responding to Community Needs category for "Students Learning in the Community: Backpack for Kids." The program provides kid-friendly meals and snacks to local students. The foods are packed in the backpacks and delivered to local schools for the children to take home on Fridays; children return the backpacks Mondays where they are refilled for another weekend.

JDCC Nursing Instructor **Ann Lambert** and other winners will be recognized in Philadelphia at the NCIA Academy for Instructional Leaders in conjunction with the annual AACC Convention.

LEADERSHIP

FSCC Administrators Attend FBI Citizens' Academy

Faulkner State Community College president, **Dr. Gary Branch** and the College's Vice President, **Dr. Nancy W. Chandler** completed the FBI Citizens' Academy program through the organization's Mobile Division. The eight week course is designed to impart a deeper understanding of the FBI and its mission for the American people. Additionally, the attendees are charged with the duty to continue to serve as a role model within their community and to protect their community by using the valuable perspectives gained as a Citizens' Academy graduate.

They must also demystify the FBI and share with others what they learned about the vital role FBI employees play protecting the American citizens both within the country and abroad.

According to Branch, "the time spent at the academy was very enlightening and gave me a greater appreciation for what the men and women of the FBI do for our country and the safety of its citizens. I am pleased to have been a part of such an important educational process."

Wallace State Leadership

Leadership Wallace State in Hanceville recently welcomed 12 new participants who will participate in activities throughout the year which promote leadership and personal development.

The class recently traveled to Montgomery to attend a State Board of Education meeting and meet with key decision makers about issues facing the Alabama College System. Upcoming sessions include a meeting with Cullman Area Workforce Solutions (CAWS) and communications and business etiquette topics.

The 2008 Leadership Wallace State class includes **Vanessa Ennis**, director of Training for Existing Business and Industry; **Cheril Grimmett**, Computer Science Instructor; **Donna Conn**, Health Information Technology Instructor; **Dr. Beth Bownes-Johnson**, English Instructor; Cindy Mallard, director of Transitional Learning; **Rob Metcalf**, Speech Instructor and Cheerleading Coach; **Shea Mobley**, Nursing Instructor; **Kristi Nyquist**, director of Talent Search; **Renee Quick**, Math Instructor; **Cherie Smith**, coordinator of Donor Relations; and **Donny Wilson**, Evelyn Burrow Museum Curator.

Aderholt Speaks to GSCC Group

U.S. Congressman **Robert Aderholt** (R) spoke to the Leadership Development Institute (LDI) of Gadsden State Community College in January. He stressed to the participants the importance of being a leader and the benefits of possessing leadership characteristics.

The Gadsden State LDI is a group that President **Renée Culverhouse** began four years ago to encourage leadership qualities in employees. Approximately 25 employees are chosen to be a part of the group each year. The LDI training sessions provide members with opportunities to interact with a variety of speakers and experts. Participants are assigned a group project to be presented at the final session.

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STAFF DEVELOPMENT

NACC Employees Receive Awards

Employees of Northeast Alabama Community College recently were notified that they received two awards in the Twenty-third Annual Admissions Advertising Awards competition sponsored by the *Admissions Marketing Report*.

The Aurora literary magazine received a Bronze Award in the category of Publication/Internal Group 2: School with 2,000-4,999 students. "The literary magazine at NACC is so much more than just a forum for our students, for it also serves as a recruiting tool," said **Joan Reeves**. The literary magazine is published annually by the Epsilon Alpha Chapter of Sigma Kappa Delta and the English and Fine Arts Department of NACC.

Also a winner was one of the college's new billboards entitled "Your future begins here!" which won an award of Merit in the category of Outdoor Transit/Billboard Group 2: School with 2,000 – 4,999 students. "This billboard was part of our marketing efforts to introduce the college's

newly redesigned logo/seal," said **Debra Barrentine**, director of Promotions and Marketing.

The Admissions Advertising Awards is the largest education advertising awards competition in the country. This year, two thousand entries were received from more than one thousand colleges, universities and secondary schools from all fifty states and several foreign countries. *The Admissions Marketing Report* is the nation's leading marketing publication for higher education.

"We are very pleased that Northeast has won this national recognition," said **Dr. David Campbell**, president of NACC.



Dr. David Campbell congratulates Joan Reeves (left) and Debra Barrentine (right)

CACC's Blair Selected

James Blair, a member of the Central Alabama Community College faculty, was selected as a Faculty Scholar for the 2008 Phi Theta Kappa Faculty Scholar Conference and 2008 Phi Theta Kappa International Honors Institute.

Blair is one of 24 people who was selected for this honor from a large pool of applicants. Applicants must be Phi Theta Kappa advisors who have exhibited exceptional knowledge of the current Honors Study Topic, The Paradox of Affluence: Choices, Challenges, and Consequences, and demonstrated excellence in teaching.

The Faculty Scholar Conference, sponsored in part by the National Endowment for the Humanities, was recently held at Phi Theta Kappa's Center for Excellence in Jackson, MS.

Phi Theta Kappa International Honor Society is the largest honor society in American higher education with 1,250 chapters on two-year and community college campuses in all 50 states and several countries.

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STAFF DEVELOPMENT

SUSCC Employees Participate in Disaster Drill

Southern Union State Community College joined forces with Lee County EMA, East Alabama Medical Center, Lee County Red Cross and other area agencies for a recent mock disaster drill.

Southern Union participated in the drill in conjunction with the Anniston Army Depot's mock emergency situation of a chemical emergency for the second year in row.

In the event of an actual emergency, Southern Union could be utilized as an emergency backup for East Alabama Medical Center. The lab in the Health Science Building is designed like a hospital with an ambulance bay, surgical suites, patient rooms and all the equipment medical personnel would need to treat people needing medical attention. The lab was "activated" during the drill so staff and faculty could simulate what actions should be taken in event of an actual emergency.

Dr. Linda North, dean of health sciences, commented that improvements are made each year the college participates in the disaster drill. "I hope we never need to use what we have learned, but we do want to be as prepared as we can in case we are called upon in a time of crisis," said North.

Calhoun Instructor Plays role in Solving Mystery

Calhoun Community College English Instructor **Dr. Randy Cross** played a pivotal role in solving a 138 year-old literary world mystery with both local and national ties.



Dr. Cross was contacted by John Bayne, an author working on a book about burial sites of famous Southern authors. Bayne was looking for information on the gravesite of American humorist George Washington Harris who lived in Decatur at the time of his death in 1869.

Harris was one of the best known of the "Southwest humorists, the

name given to a tradition of regional sketches and tales based in the 'old South-West' and widely credited with influencing many other authors including Mark Twain, William Faulkner and Flannery O'Connor

After being contacted by Bayne, Dr. Cross mentioned the story to others.

Through these contacts Harris' grave was located in Trenton, Georgia, about 30 miles south of Chattanooga. The manuscript of Harris' second book however, has yet to be found.



The discovery of the gravesite has prompted an offer from Sigma Kappa Delta, the English Honor Society for Two-Year Colleges, whose national headquarters are housed at Calhoun,

to purchase a monument for the actual gravesite in Georgia. In addition, SKD is planning for an historical marker at the site of Harris' Decatur home.

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STAFF DEVELOPMENT

LBWCC's Anderson Named Outstanding Alumnus

Bridges Anderson, director of the Upward Bound Program at Lurleen B. Wallace Community College, was recognized as the Outstanding Alumnus of a Developmental Education Program by the Alabama Association for Developmental Education (ALADE). The award, presented at last fall's annual ALADE Conference, recognizes a graduate of a developmental education program who has distinguished him/herself in other areas of life.

Anderson participated in the Upward Bound Program at LBWCC from 1977-1979. After graduating from the Program, Anderson received his Associate of Science from LBWCC, a Bachelor of Science from Alabama State University, and a Master of Science from Troy State University.

Anderson served as an Upward Bound peer counselor, recreational and swimming instructor, and counselor/curriculum coordinator

before becoming the Director. Anderson also serves as the college's ADA Coordinator and as a Councilman for the City of Andalusia. Anderson's professional memberships include the Andalusia Utilities Board, Alabama League of Municipalities, Covington County Credit Union Board member, and the Rotary Board of Directors.



*Bridges Anderson and Diaon Cook,
2006-2007 ALADE President and LBWCC
English Instructor*

Athens State Partners for Program

Faculty from Athens State University and the Madison County School System are entering a collaborative effort that will lead to a greater understanding of student learning styles and how this can be used in classroom teaching.

The partnership will create Professional Development Schools (PDS) at four different sites within the Madison Co. School System. The PDS are innovative institutions formed through partnerships between a professional education program and pre-kindergarten through 12th grade schools.

"Professional Development Schools embrace the concept that certain kinds of learning occur best in the context of real-world practice," said **Dr. Rosemary Hodges**, associate professor of education at Athens State.

The agreement will allow for real exchange between university faculty, school faculty, and prospective teachers, according to Hodges. University professors will teach their classes at two of the schools while one system will provide the classroom environment for a true teaching and learning experience.

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STAFF DEVELOPMENT

ATN's Smallwood Receives National Award

Audrey Smallwood, technology specialist for the Alabama Technology Network (ATN), recently received the Manufacturing Extension Partnership (MEP) Newcomer of the Year Award at the national MEP conference in Orlando. Smallwood was recognized for her work managing ATN's Katrina Grant project which supports the shipbuilding industry along the U.S. Gulf Coast.

The Newcomer of the Year Award recognizes the significant contributions of MEP Center individuals who have worked in the manufacturing extension network since January 2006. According to the judging criteria, a nominee must

have embraced the MEP system philosophy and has endeavored in their first year to enhance services provided to MEP clients or improve operations within the MEP network.

The MEP network of the National Institute of Standards and Technology provides hands-on assistance and training to smaller manufacturers with the services they need to succeed. ATN is Alabama's MEP affiliate.

"I am very proud of Audrey's accomplishments and glad that she received this well-deserved honor. The work she has done through the Katrina Grant Project has positively

impacted the shipbuilding industry and this award is a great recognition for her work," said **Dr. Mike Bailey**, president of ATN.



Dr. Mike Bailey and Audrey Smallwood with her award at the MEP National Conference

Are you interested in presenting a session at this year's ACA Conference?

Information on the submission process for the 2008 ACA Conference can be found on the back cover of this issue of the Journal. You can also submit proposals online at the ACA website, by visiting www.alabamacollegeassociation.org.

Proposals are due by July 7, 2008 and should follow one of these areas of interest: Teaching and Learning, Student Success, Staff Development, Leadership Development, and Workforce Development.



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WORKFORCE DEVELOPMENT

Shelton State Leads in Development of Skilled Workers

With a late 1990s boom in industry in Tuscaloosa County, area employers were struggling to fill open positions in their growing manufacturing plants. Shelton State Community College stepped in to help fill the gap between rapidly expanding employment opportunities and qualified employees.

Employers were noticing that new hires didn't know how to communicate effectively in the workplace, and they lacked the manufacturing and technical skills needed in the positions they were applying for.

A group of employer representatives, the workforce development director at Shelton State Community College, and a manager of the local career center decided to launch a series of classes. The employers gave input to design the program content, Shelton State volunteered space to hold the classes, and part-time, retired teachers led the classes.

"One of the things that we are proudest of is the partnership we have developed with Phifer Wire through our Ready to Work program (RTW)," said **George Pratt**, SSCC Director of the Ready to Work program. "Phifer uses our RTW program as a requirement for all entry level positions within the plant. 35 RTW students have gone to work as a result of this at wages ranging from \$13 to \$17 per hour."

By partnering with Ready to Work, Phifer Wire has drastically reduced the attrition rate of entry level workers. Also, the training time spent on new employees has decreased, saving the company money while increasing productivity.

Pre-employment training classes are offered four hours a day for six weeks and supply entry level workers with the Alabama Certified Worker Certificate and Alabama Career Readiness Certificate.

Pratt said, "Employers can refer applicants to the class—though anyone can apply to take the class, and then those students are "earmarked" back to the original employer for an interview." Class subjects include computer skills, problem solving techniques, workplace behavior, manufacturing skills, precision measurement, targeted instruction for WorkKeys and job acquisition skills among others.

"Our goal is to make people well qualified to enter the workforce," said Pratt.

Drake Receives Funds for Program

The Alabama State Board of Education recently allocated \$200,000 to Drake State Technical College as a partner for the Project FOCUS (Former Offenders Changed for Unconditional Success) program. Project FOCUS, a community program based in the Madison County Commission District Six office, helps former law offenders obtain employment and adequate housing.

As a partner, Drake State will provide adult education and certified working credentialing services to ensure that clients are prepared for employment in high-growth, high-wage occupations after completing the program. The funds will provide tuition, fees, books, and required tools for Project FOCUS clients.

The college expects to serve a minimum of 50 Project FOCUS clients during the next 12 months.



WORKFORCE DEVELOPMENT

Workforce Groups Meet at Alabama Southern

Members of the Alabama Pulp and Paper Council (APPCO) and postsecondary education met on the Thomasville campus of Alabama Southern Community College recently to hear about the college's nationally recognized Industry Alliance Program.

"The goal of this meeting was to share information from the Alabama Southern Industry Alliance model, its partners and how the scholarships-internships-jobs process is working to train the workforce for Southwest Alabama," stated **Rick Oates**, executive Director of APPCO. "We are proud of the work that Alabama Southern and its industry partners have done to become nationally recognized for this training initiative."

This Scholarships-Internships-Jobs partnership was pioneered in 1995 between Alabama Southern and CIBA Specialty Chemicals. Since then, the American Chemical Society has

described the partnership as a "workforce development model for the nation." The National Science Foundation has described it as a "national model for technical training" and awarded Alabama Southern a \$5 million grant as the National Center for Pulp and Paper Technology Training to promote similar partnerships nationwide.

Alabama Southern President **Dr. John A. Johnson** said, "We are indebted to our partners including the Alabama Community College System and Chancellor **Bradley Byrne**, **Dr. Matthew Hughes** and Governor Riley's Office for Workforce Development, Auburn University, the Alabama Technology Network, Manufacture Alabama, the Alabama Pulp and Paper Council, Alabama Industrial Development Training (AIDT), and regional industries. We must all work together to build a better workforce for southwest Alabama and for the nation."

Bishop Renovates Campus

Bishop State recently announced plans for a \$4.3 million major renovation of its Southwest campus. The project, expected to be completed over the next 12 months, will dramatically improve existing facilities for technical programs the college currently offers as well as program initiatives to train the workforce for a number of economic developments projected to come to Mobile.

"This is truly an exciting time to be part of Bishop State," said **Dr. Jim Lowe**, interim president for Bishop State. "A new look for our Southwest campus reinforces the new era and momentum here at the college."

Alabama Community College System Chancellor **Bradley Byrne** said, "With these renovations, we hope to create an atmosphere where students enjoy learning and provide the facilities necessary to fulfill the workforce needs of the city."

Technical programs held at the Southwest campus include automotive technology, cosmetology, carpentry, civil engineering technology, and drafting and design technology, to name a few.

"There is great potential for Alabama's economic development and workforce development, especially in Mobile," said **Dr. Matthew Hughes**, workforce development director for the Governor's Office of Workforce Development.



CALL FOR ***PRESENTATION PROPOSALS***

The 2008 Alabama College Association conference will be held November 23-25, 2008 at the Renaissance Riverview Plaza Hotel and Arthur R. Outlaw Convention Center in Mobile. This year's conference theme of The Alabama Community College System: Developing Champions provides a broad umbrella for presentations related to the following areas of interest:

- I. Teaching and Learning**
- II. Student Success**
- III. Staff Development**
- IV. Leadership Development**
- V. Workforce Development**

Proposals for one-hour presentations are invited for each of the five areas of interest. An online submission form has been created for your convenience on the ACA website. If you are interested in presenting, please submit your proposal at:

<http://www.alabamacollegeassociation.org/proposals>

For additional information, contact Dr. Jim Krudop via email at aca@lbwcc.edu

Proposals are requested by July 7, 2008.

Make plans to attend the

***2008 ACA Conference
November 23 — 25
Renaissance Riverview Plaza Hotel and
Arthur R. Outlaw Convention Center - Mobile***

**Professional Development Workshops
Adult Education Workshops
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The Alabama Community College System: Developing Champions