



LTC PREPARES FOR TRICK OR TREAT AT THE TRAIL



LTC STUDENTS LEARN ABOUT CAREERS AT SABIC



LTC'S TORI COMBS LEADS NATION IN SOLO BLOCKS

# LINCOLN TRAIL COLLEGE

## Network



## HERSHEY, LINCOLN TRAIL COLLEGE FORGING TRAINING PARTNERSHIP

**“You don’t hire for skills, you hire for attitude and you can teach skills later.” – Herb Keller; CEO Southwest Airlines**

The mission of Illinois Eastern Community Colleges addresses the importance of delivering exceptional education and strengthening our local communities. The emerging partnership between Hershey and Lincoln Trail College is a good example of how public and private entities can work together for mutual benefit. “Good open lines of communication are where you start,” says Lincoln Trail College President Dr. Ryan Gower. “Three years ago, I met with the Plant Manager at Hershey so I could learn more about what they do. We talked about several things, but it soon became clear that recruiting new talent to a small town was the biggest challenge for him. We decided to look for ways we could work together to turn this around.”

One of the ideas that came out of these discussions was the College’s Community Education offerings. “Engineers and operators usually come from larger cities where there is more to do,” says Brian Lange, former Plant Manager of Hershey. “We thought LTC could play a role in helping show people that there were things to do in Robinson.” The Community Education catalog is filled with activities ranging from conversational Spanish, voice lessons, golf, swimming, and circuit fitness classes to trips to St. Louis for performing arts. The conversation didn’t end there. “This soon led us to a conversation about the role Hershey could play in the construction of the Crawford County



## UPCOMING NOVEMBER EVENTS

- 2**     **SAT Testing**  
7:30 a.m., Williams Hall 105 & 108
- 7**     **CNA Exams**  
4 p.m., Williams Hall 119
- 8**     **TEAS Test**  
9 a.m., Williams Hall 119
- 11**    **COLLEGE CLOSED - Veterans Day**
- 13**    **Blood Drive**  
9-1, LTC Sports Center
- Phi Theta Kappa Cookie Sales**  
10 a.m., Williams Hall Foyer
- 14**    **CNA Exams**  
4 p.m., Williams Hall 119
- LTC Foundation Concert Series: Dancing Dream**  
7 p.m., Zwermann Arts Center Theater
- 20**    **Last Day to Withdraw from Fall Classes**
- 21**    **TEAS Test**  
9 a.m., Williams Hall 119
- LTC Foundation Meeting**  
12 p.m., Lincoln Room
- 27**    **Phi Theta Kappa Cookie Sales**  
10 a.m., Williams Hall Foyer
- 28-29** **COLLEGE CLOSED - Thanksgiving Break**

Recreation Center at Lincoln Trail College,” says Gower, “They believed in the idea so much, they have given \$350,000 to the project so far. It was the beginning of understanding that we need to work together.”

Despite changes in leadership at the Hershey plant in Robinson, the relationship with Lincoln Trail College has continued to strengthen. A new specialization in Global Food Safety to the Process Technology program is already in the works, but Hershey expressed the need for support at an even more basic level. “We got the sense that, even more than a certificate or degree program, Hershey needed good onboarding training for new employees,” says Chris Forde, Coordinator of Marketing and Public Information. “Managing expectations, good communication, dependability and utilizing company resources were all recurring themes in our conversation with them. This reminded us quite a bit of some of the new employee training program we run with MetroNet.” Lincoln Trail College runs two training programs, New Employee Training and Advanced Training for telecommunications provider MetroNet. In both pieces of training, employees are exposed to both technical and interpersonal skills the company wants its employees to possess.

The absence of so-called “soft-skills” continues to be one of the leading concerns among area employers. “We hear these same sentiments over and over from employers,” says Gower. “It is so often characteristics, personality traits, attitudes, and social skills that employers find are lacking in their front-line employees. It represents a big challenge for primary, secondary and post-secondary education. We have focused our efforts almost exclusively on the acquisition of knowledge or proficiency in skills, and don’t have many formal efforts where we focus on building or enhancing these soft-skills.” Part of the challenge employers face is that many of the less desirable habits have been learned over a lifetime. According to Gower, this is why training programs need to be reinforced through the use of a good reward system, professional development activities, and meaningful evaluations. “We aren’t entirely sure where our business and industry training relationship with Hershey will go – new hire or incumbent worker training, cooperatives or something else entirely – but I do know that we will try to instill both soft and technical skills.” We think that even Herb Keller would agree that hiring employees with a good attitude and a good skill set is always preferable to having just one or the other.

# TRICK OR TREAT

AT THE

# TRAIL

## OCT. 31

## 4-6 PM



**2200+**

CHILDREN AND FAMILIES THAT ATTENDED TRICK OR TREAT AT THE TRAIL IN 2018



**100+**

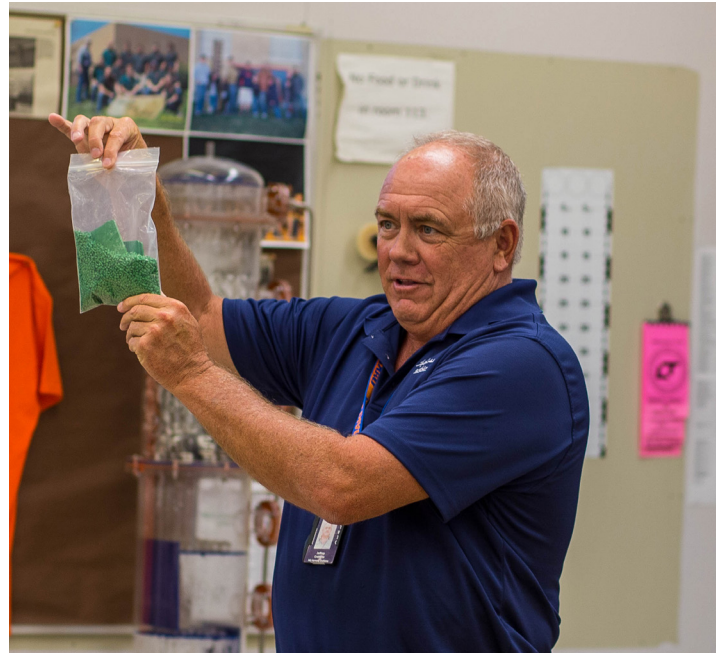
LTC STUDENTS THAT HELPED WITH TRICK OR TREAT AT THE TRAIL IN 2018



## PROCESS TECHNOLOGY STUDENTS LEARN ABOUT SABIC



Alexander Niccum



Jeff Crabtree



Lauren Kern



Nikki Raben

Four representatives from SABIC, Jeff Crabtree, Lauren Kern, Nikki Raben, and Alexander Niccum, spoke to students in Lincoln Trail College's Process Technology program. The four representatives were from SABIC's location in Mt. Vernon, Ind. They talked about the history of SABIC, which is headquartered in Riyadh, Saudi Arabia and is one of the world's largest chemical producers. Students heard about the plastics the company manufactures in the Mt. Vernon plant. SABIC manufactures plastics used by companies like John Deere, DeWalt, and Apple. The representatives also talked to the students about careers with SABIC. After they presented to the class, the representatives conducted interviews with students.

## CAST ANNOUNCED FOR LTC PRODUCTION OF CLUE



Actors Tom Moore, Laurel Preston, John Sutfin, Kathleen Moore, Angie Kelsheimer, Gil T. Wilson, and Ryan Mikeworth prepare a scene in LTC's production of *Clue* on Stage.

Tara Gallion has announced the cast for the fall production of Johnathan Lynn's screenplay of *Clue: On Stage*, which will be performed on the LTC Zwermann Theater stage October 18, 19, 24 and 25 at 7 p.m. and October 20 at 2 p.m.

On a dark and stormy night, guests have been invited to a very unusual dinner party. Each of the guests has an alias. The butler, Wadsworth (Ryan Mikeworth), offers a variety of weapons, and the host, Mr. Boddy (Braden Hook) is, well...dead! Yvette, the sexy French maid (Ana-Mae Storez), and the cook (Amy Drake) assist Wadsworth in hosting the dinner. The iconic oddballs known as Miss Scarlet (Laurel Preston), Professor Plum (Tom Moore), Mrs. White (Angie Kelsheimer), Mr. Green (John Sutfin), Mrs. Peacock (Kathleen Moore), and Colonel Mustard (Gil T. Wilson) race to find the murderer in Boddy Manor before the body count stacks up. Several uninvited guests arrive throughout the evening, including a motorist (Cooper Meadows), a cop (Braeton Davis), and a singing telegram girl (Alex Kirk). Will the FBI (Jordan Rutan and Braeton Davis) get to the bottom of the mystery before it's too late? Based on the popular board game and adapted from the cult classic film, *Clue* is a comedy "whodunit" that will keep audiences guessing (and laughing) to the very end.

Tickets for *Clue* are on sale now. For more information and to purchase tickets, contact the Performing Arts Office at 544-8657, extension 1433.





NOVEMBER ATHLETIC EVENTS

Men's Basketball

1	vs. McHenry County*	5:00
2	vs. Quakerdale Prep*	1:00
6	Missouri Baptist	7:00
8	vs. Illinois Valley*	5:00
9	vs. Clark State*	1:00
20	at Lake Land	7:30
22	at Missouri Baptist	7:00
26	at Southeastern	7:30

\* at Olney Central College

Women's Basketball

3	at University of Saint Francis	3:00
5	at MacMurray	6:30
8	Clark State	6:00
9	at Lindenwood	1:00
12	MacMurray	5:30
16	University of Saint Francis	1:00
20	at Lake Land	5:30
22	at Vincennes Classic	4:00
23	at Vincennes Classic	12:00
26	at Southeastern	5:30

VOLLEYBALL PLAYER LEADS NATION IN BLOCKS

LADY STATESMEN

LINCOLN TRAIL COLLEGE

**LADY STATESMEN**

VOLLEYBALL

NATIONAL RANKINGS

<b>4<sup>TH</sup></b>	<b>4<sup>TH</sup></b>	<b>7<sup>TH</sup></b>
SOLO BLOCKS 203	BLOCKS PER SET 3.16	TOTAL BLOCKS 237

The Lincoln Trail College volleyball team ranks in the top ten in three statistical categories and two players also rank in the top ten.

The Lady Statesmen rank fourth in the country in solo blocks with 203. They're also fourth in blocks per set with 3.16. The team is seventh in the nation in total blocks with 237 through October 6th.



Tori Combs (Fr., Cloverdale, Ind.) leads the nation in solo blocks with 99. She's second in blocks per set with 1.72. Combs ranks fourth nationally with 122 total blocks.



Mackenzie Rinehart

J'Amy Jackson (Fr., Vandalia, Ill.) is seventh in the nation with 64 solo blocks.

Another Lady Statesmen, Mackenzie Rinehart (Fr., Louisville, Ill.) ranks in the top 50 in a pair of statistical categories. She's 48th in assists with 511 and 50th in assists per set with 7.10.



J'Amy Jackson

The Lady Statesmen wrap up the regular season with home dates against Vincennes (Oct. 15), Kaskaskia (Oct. 21), John A. Logan (Oct. 23), and a tri-match against Spoon River and Frontier Community College (Oct. 25). The Lady Statesmen's lone remaining road game is Oct. 16 at Southwestern.

## PRESIDENT'S CORNER

It has been my pleasure to serve as the President of Lincoln Trail College for the past three years. In that timeframe, I believe that the College has taken small, but significant steps toward positioning itself to **transform our students and our communities**. It is an interesting time to lead in higher education. When I first joined Illinois Eastern Community Colleges, the State of Illinois was locked in a budget stalemate and many colleges were struggling to fund their day to day operations. The budget stalemate is over, but most college administrators in Illinois are bracing for further austerity. With state funding uncertain, enrollment numbers across the nation plunging, minimum wage increases looming and health care costs inching higher and higher, **it is sometimes hard to remain optimistic. I'm guilty of this myself.** Three years ago, I used the budget "crisis" to explain to the faculty and staff at Lincoln Trail College that Institutions of Higher Education essentially had three choices in the years ahead:

- 1) **We could declare our case hopeless and close our doors.**
- 2) **We could maintain the status quo and allow our institutions to gradually decline.**
- 3) **We can rethink how we do business, aggressively invest in ourselves and our institution to create strategic, but not multilateral, growth.**

I hoped that our team would understand the futility in the first two options (they did) and would understand that change and challenges were ahead of us as we necessarily pursue the third. In pursuit of this third option, I introduced three inconvenient truths we would need to embrace and for which the College would need to prepare:

- **We will need to manage the transition from a state-funded to a state-regulated institution.** The original vision of the student, the state, and residents each picking up 1/3 of the cost of education is unlikely to materialize in the immediate future. As such, Lincoln Trail College must find ways to reduce our cost of operation, diversify our revenue streams, all while increasing the return on investment for our students and our residents. This is not an easy task.
- **Our climate will require us to carefully pick the best things, not just good things.** So many institutions of Higher Education attempt to be all things to all people. Given our size and the scarcity of resources available to us, Lincoln Trail College will need to re-examine what we do, ask difficult questions about the merit of each dollar we spend and have the courage to separate from our normal while having the willingness to invest in the unfamiliar.
- **This transition will require \*each one\* of us to change.** Given these challenges, each member of our faculty and staff needs to understand that they will be required to step outside of their comfort zone, invest in themselves and find ways to do things differently.

**I believe that the efforts and activities at Lincoln Trail College over the past three years have shown that our faculty and staff are more than up to the challenges ahead.** I am proud to be a part of this team. I still believe that everything we talked about three years ago is true, but I see more clearly that disruption and uncertainty are going to be the new normal in higher education. **In order to maintain our momentum, motivation will be key.**

Several years ago, I worked for a Department Head who used **fear as a motivator**. Every situation that arose was a crisis. In every meeting he assured us that without prompt and immediate change our funding would be cut, people would lose their jobs, or that our program of study would be eliminated. **I witnessed first-hand that fear can be used to drive behavior, but it can't be used to sustain positive change.** I saw his tactics bring short-term results that had enormous long-term costs. The morale in the department deteriorated quickly, and eventually several of our best people

## WHAT ARE STATESMEN?

We have had some interesting conversations about what it means to be a Statesmen. While positive examples can be found throughout our student body, student-athletes have a very public setting in which they can exude (or not) the characteristics we would like all graduates of our college to possess. This Fall, I have seen our women's soccer program demonstrate determination, resiliency and an unrelenting desire to compete. Due to injuries, they played most of their games 9 vs. 11 with no substitutes off the bench. It would have been easy for the girls to give up and put in a minimal effort. But they didn't. They gritted their teeth and gave their full effort even when victory (as others might define it) was improbable. What does it mean to be a Statesmen? It means many things, but pushing to improve, overcome, and never give less than your best are certainly among the characteristics we hope all graduates of Lincoln Trail College will embody. GO TRAIL!

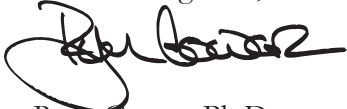
left us. Some people left because they genuinely believed the negativity that was being spread by our leader. Others, including myself, left because we simply didn't want to work that type of an environment anymore.

It was not only the constant use of fear that eroded the culture in that Department. We were operating devoid of any real sense of purpose. I firmly believe in the importance of aspiration. People like to know what they are working toward. Aspiration gives people a sense of trajectory and helps them see a bigger picture.

**Aspiration is good, but for any initiative to persist over time, leaders must find a way to truly inspire their people.**

How do we inspire our people? They need to understand why we do what we do. Last month I wrote that **until we understand what we value, it will be impossible for us to get what we want. Education is more than the delivery of a service. It is more than a business. As educators, we are in the business of transforming lives. How often do we talk about that? Do we spend more time talking about ways to cut costs, or the legislation moving through Springfield, or the deferred maintenance on our campuses than we then we do looking for ways to change lives? If we are going to successfully navigate the changes ahead, we must remember why we are here, we must talk about it openly, and we must help our people understand their role in the process. We are in the business of changing lives and strengthening communities – what could be more inspiring than that?**

Forward Together,



Ryan Gower, Ph.D.

President

Lincoln Trail College