

The Luna Light



*“The People’s College”
Becoming The Premier Rural Community College in America*

Volume 4 Issue 44

November 14-November 20, 2011



Several members of the Luna Community College Student Government along with District Judge Matthew Sandoval attended last Wednesday’s Board of Trustees Meeting. Pictured (top, l-r) are: Board Secretary Abelino Montoya Jr., Board Vice-Chairman Tony Valdez, Member David Gutierrez; Chairman Jerry Maestas; Member Frankie Tenorio; Senator Ben Casey Encinias; SkillsUSA President Gary Gamertsfelder and President Dr. Pete Campos. Bottom (l-r) are: Senator Tyler Pina; Matthew Sandoval; President Ashley Hensley; Senator Danielle Archuleta, Vice-President Joanna Tsyitee and Senator Diane Carrillo. Not present were: Shannon Saiz/Secretary; Richard Flores/Senator; Joelynn Sanchez/Senator and Angel Torres/Senator.

La Noche de las Luminarias set for Saturday, Dec. 3

Continuing more than a decade-long tradition, Luna Community College will host “La Noche de las Luminarias” from 6 to 10 p.m. on Saturday, Dec. 3.

The public will get to view about 5,000 luminarias as well as many building displays around campus. “La Noche de las Luminarias” is designed for motorists to tour the campus with a predetermined route beginning at the top gates. Individuals that want to see the display on foot are also welcome.

Luna Community College has worked in conjunction with the Las

This photo was taken right before dusk last year and was used by KOAT TV.



Vegas Light Parade which will also take place that evening, giving community members the opportunity to see both events.

Anyone wishing to volunteer with set up and lighting of the luminarias is welcome to meet at the Luna Community College Student Services building at 3 p.m. on Saturday, Dec. 3.

“La Noche de las Luminarias” is a free event; however, non-perishable food items will be accepted at the top gate and given to a local charity.

Luna Community College is located at 366 Luna Dr. north of Hot Springs Blvd.

LCC nursing students lending a hand to community



Luna Community College first-year nursing students all participate in a teaching project during their first semester of nursing. In the last few years, various schools of the area have been used for this very enjoyable activity for both LCC students and elementary school students. This year six elementary schools will be used for teaching purposes. Pictured clockwise are: Tracey Rohla, LCC LPN student teaching students from Paul D. Henry Elementary about the importance of hand-washing technique; first level LPN student Sonya Boss teaching elementary students about the transmission of germs and Pamela Farmer, first level LPN student, teaching elementary students nutritional aspects of healthy living.



Jesse's quick hits

Remember to smile a few times a day. I hope this helps—
Jesse

I got home the other day and to my surprise my dog was sitting on top of the house. Even more surprising was when he went on to talk to me. I asked him where he was at and he said rooof... I then asked him how his day was and he said ruff...

As many of you know I got bitten by a cobra recently. After five days of excruciating pain the cobra died.

**What are you thankful for?
If you would like to share what you are thankful for, please e-mail your responses to jgallegos@luna.edu. Responses will be shared in a *Thanksgiving Issue* of *The Luna Light*.**

Luna CC Business Forum set for Nov. 16

Luna Community College Business and Professional Studies Department in collaboration with The Small Business Development Center invite all students to attend a Business Forum:

Wednesday, Nov. 16, 2011

11:30 a.m. – 1:30 p.m.

LCC Learning Resource Center Lecture Hall

Limited Seating

Refreshments will be served

Topics:

The Business Plan

Licensing

Loans and funding resources

Other resources available

Presenters include:

- Don Bustos, Director of the LCC SBDC – The SBDC Services, Business plan
- Elmer Martinez, City of LV Community Dev Dept - Licensing
- Deborah Romero, Community First Bank - Loans
- Lavinia Fenzi, EDC - Service of EDC and other resources or projects
- Diane Ortiz, LV/SM Chamber – Chamber Services
- Mike Melton, Bank of Las Vegas – Loans
- Harry Anderson, Business & Studies Professional /Business Accounting Faculty/Advisor



The LCC Holiday Fair will be held on Saturday, December 10th, 2011 from 9:00 a.m.-3:00 p.m. at the Rough Rider Grill.

Entry fees are listed below. LCC will provide one table, or "booth," for the showcase of your crafts and inventory. If you would like additional booths, you may purchase each additional booth for 1/2 the entry fee.

(E.G. For a staff member, 2 booths would cost \$15: \$10 + \$5 = \$15)

Students: \$5

Faculty & Staff: \$10

Community Members: \$15

Please Make all Checks Payable to: Luna Community College

All entry fee proceeds will go to LCC Activities.

Please complete the bottom portion and return with your entry fee to:

Melissa Lopez

366 Luna Drive, Las Vegas, NM 87701

Phone: 505-454-5357 or x1217

Fax: 505-454-2520

*Please contact Melissa with any questions

All applications and booth fees must be received by December 5, 2011, 5:00 p.m.

Cut on dotted line

LCC Christmas Fair Application

Name: _____

Address: _____

Phone: _____

Number of Booths Needed: _____

Entry Type: (Check One) Student Faculty/Staff Community Member

Do you need an outlet? (please circle) Yes No

*Internal Use: Full Payment Received





LCC

invites you to

*Christmas lights twinkle, on snow glistened nights
where LCC sets up departmental lights.*

*Outside decorating contest
External Judging*

Volunteers Needed
December 3, 2011
3:00-5:00

Please see the ACCESS Center to sign
up for the lighting of the luminarias
and potluck.

*help light up the night...
for the Luminaria Drive*



Germaine Sandoval's freshmen cosmetology class recently displayed their mannequins to show what they have learned in their first semester.

LUNA COMMUNITY COLLEGE IS ACCEPTING APPLICATIONS FOR THE FOLLOWING VACANT JOB POSITIONS: FOR JOB DESCRIPTION (S) AND/OR CLOSING DATES, CONTACT THE HUMAN RESOURCES DEPARTMENT AT (505) 454-2503 OR VISIT OUR WEBSITE AT WWW.LUNA.EDU

- Adjunct Faculty/Per Course Instructor
- Full-Time Faculty-Medical Surgical Nursing
- Temporary Part-Time Performance Specialist-Wellness Center

LUNA COMMUNITY COLLEGE IS AN EQUAL OPPORTUNITY EMPLOYER. ALL POSITION POSTING FOLLOW THE LCC AFFIRMATIVE ACTION PLAN.

Luna CC's Gamertsfelder continues to excel



Luna Community College student and New Mexico Post-Secondary SkillsUSA President Gary Gamertsfelder (top row, middle) is pictured here with New Mexico SkillsUSA State Officers.

Luna Community College student and New Mexico Post-Secondary SkillsUSA President Gary Gamertsfelder (far right) is pictured here with West Las Vegas BPA representatives Kyanna Spaulding and Keith Salazar.

The following was written by Luna Community College student Gary Gamertsfelder who is the president of New Mexico Post-Secondary SkillsUSA.

I recently went to Ruidoso at Bonita Park for fall leadership conference. It was an amazing experience to see the hundreds of students dedicated to their schools and organizations. All New Mexico Career Technical Student

Organizations from middle schools, high schools and colleges were there.

They included: Business Professionals of America, DECA, FCCLA Family, Career and Community Leaders of America, HOSA Health Occupations Students of America, SkillsUSA, and TSA Technology Student Association. These students are truly the next leaders of America.

There were also two members of the West Las Vegas School District there representing BPA—Kyanna Spaulding and Keith Salazar.

I just cant say enough about my experience but I can say there is a bright young generation of leaders out there in our state. Thank you all for your support in SkillsUSA and all CTSO student career and technical organizations.

2011-2012 New Mexico SkillsUSA Post-Secondary Student President

LCC Spring break moved

Please be advised that the Luna Community College's Spring Break for the 2012 semester has been changed to align with New Mexico Highlands University. Spring break is now scheduled to begin one week earlier and will take place March 12-17, 2012.

Nov. 23 LCC evening class

Evening classes on Nov. 23 (the day before Thanksgiving) will take place as scheduled.



Luna Community College employee Manuel Archuleta Jr. attended the 20th Annual Back to School Family Institute and the 13th Annual Youth Leadership Institute on Nov. 3-4 at Buffalo Thunder Resort Conference Center. Archuleta is pictured with Dr. Seuss character The Cat in the Hat.

Spring Registration

Starts November 28th

Hard copy schedules will be available first week in December—You may view and print spring

Get Paid To Talk



Have you ever been told you have a great voice? Are you interested in earning extra income with your voice? We have something just for you! This exciting class will explore numerous aspects of "voice acting" such as: **What kinds of jobs are available?** Try television ads, radio, audio books, the Internet, documentaries, film, etc. **Where are the jobs?** Not only Los Angeles, Chicago and Manhattan, jobs are everywhere including New Mexico. **Will I learn tons of money?** Not immediately, but we will tell you – persistence pays. We will cover all basics, including how to prepare the all-important demo, how to be successful in this field, the dos and don'ts of voice acting. Students will have the opportunity to ask questions and hear examples of demos recorded by professional voice actors. And then.....

students will have the opportunity to record a commercial script under the direction of VoiceCoaches producers. See if you make the cut. Join us for an evening of serious fun!

Monday, November 28, 2011 6:30 pm—9 **\$20**

\$10 for LCC, NMHU, UWC and high school students

Main Campus/Learning Resource Center

Space is limited. Register today. 1-800-588-7232, ext. 1204, or 454-5311

<http://www.voicecoaches.com/cgi>

Weekly Activities

Monday, November 14, 2011

8:00 a.m. – 11:00 a.m. Student Speech Presentations (LRC/Lecture Hall)

5:00 p.m. – 9:00 p.m. DWI Class (General Studies/102B)

Tuesday, November 15, 2011

11:30 a.m. – 1:00 p.m. Native American Celebration (IPC/Cafeteria)

12:30 p.m. – 1:45 p.m. Student Speech Presentations (LRC/Lecture Hall)

5:00 p.m. – 9:00 p.m. DWI Class (General Studies/102B)

Wednesday, November 16, 2011

11:30 a.m. – 1:30 p.m. Small Business Presentation /SBDC (LRC/Lecture Hall)

6:00 p.m. – 9:00 p.m. LCC Board of Trustees "Board Meeting" (Stud.Serv/Cnf.Rm)

Thursday, November 17, 2011

10:00 a.m. – 3:00 p.m. Santa Fe Civic Housing Authority Mtg. (Mora Site/Library)

12:30 p.m. – 1:45 p.m. Student Speech Presentations (LRC/Lecture Hall)

6:30 p.m. – 9:30 p.m. Monthly Water Board of Director's Meeting (Techn./126B)

Friday, November 18, 2011

8:00 a.m. – 5:00 p.m. LV Board of Realtors Training Course (Stud. Serv/Conf.Rm)

6:00 p.m. – 8:00 p.m. San Miguel County 4-H Annual Awards Banquet (IPC/Café)

Saturday, November 19, 2011

7:00 a.m. – 4:00 p.m. C.N.A. Testing (Allied Hlth/Nrsg.Lab#3, Comp.Lab#7, MO-11)

11:00 a.m. – 1:00 p.m. Student Government Open Meetings (Allied Health/LO-1)

8:00 a.m. – 5:00 p.m. Dare To Be You Substance Abuse Prevention Program (General Studies/102B)

Student Nurses Association Coats for Kids Drive

Nov. 1 – 30, 2011

Drop off boxes located in the Allied Health Building, Administration Building, Rough Rider Grill, Registrars, and Traveler's Café

Donations to benefit Armijo Elementary Coat Closet



Luna Community College Vice President for Finance Donna Flores Medina recently had a brainstorming session with LCC employees on two BIG changes being worked on for financial aid which will save time, money and get information and disbursements to students faster. The first change will be that financial aid checks will be mailed; no more standing in long lines. Students MUST ensure LCC has a current address and the second change is that financial aid communications will be via e-mail. Students must have a secure LCC e-mail address. Instructions to set up the e-mail account are on our website at www.luna.edu.

Process at all levels

By Dr. Pete Campos

Have you ever gone to a restaurant and there are a lot of people waiting to be seated; gone to a concert and a lot of people are waiting at the front doors to get in; or, tried to drive out of a parking lot after a state championship game? **The first thing you look for and expect is order!** Will there be fairness, order and a process used so – if you wait your turn – you’ll be seated in a restaurant, get into the concert and be seated on time to enjoy the evening’s performance or be safely guided through the traffic anxious to exit the parking lot after the championship game?

The principle is the same at Luna Community College. Eleanor Roosevelt said, “People grow through experience if they meet life honestly and courageously. This is how character is built.” We have worked to institute process at all levels so – through Board of Trustee (BOT) policy setting to orderly student guidance and employee supervision – all students and employees will have a process to follow that will ensure fairness, order and a process to be heard and have issues of concern addressed. Although we may not totally like the end results; just like we don’t appreciate someone cutting in front of us at a restaurant, concert or after a championship game. Steve Ballmer stated, “We do not have a monopoly. We have market share. There is a difference.” We must proceed with trust, patience and fortitude so we will be seated and enjoy a good meal (job), be seated and enjoy the music (work assignments) and safely maneuver our exodus from a jam-

Students must keep dreaming and never lose sight of their potential possibilities!

packed parking lot (work at the end of the day) to experience personal satisfaction, a high level of accomplishment and return to our homes where we share our excitement and joy with our families about the events of the day.

If we have ample self-confidence and holistically trust our leaders to guide us in an unselfish way towards providing orderly best practices and altruistic services to students – we can consume the positive mental attitude (PMA) necessary to tackle the world in a new light. When we see the good in things and ourselves, we live the life we have always wanted. Alan Simpson once said, “If you have integrity, nothing else matters. If you don’t have integrity, nothing else matters.”

The end result stems from our process. Ken Blanchard said, “In the past a leader was a boss. Today’s leaders must be partners with their people. They can no longer lead based on positional power.” If we proceed in an orderly manner; then our passions will surface because we have followed the alignment, collaboration and unified approach to prepare students to meet their career goals. It is imperative that we never lose the focus to prepare our students for their complex task of thinking deeply, preparing extensively and sharing their knowledge with others. Students must keep dreaming and never lose sight of their potential possibilities! I expect students to work hard, ask questions and focus! ***Our students will lead us into the future before we know it!***



Your Student Government
 Would Like to Invite you
 To Our Annual Thanksgiving Luncheon
 Thursday, November 17, 2011
 At 12:00pm-2:00pm
 Rough Rider Grill
 HAPPY
 THANKSGIVING

Service to country without expectation

By Lawrence Quintana

Service to country without expectation is perhaps a statement that only military veterans can understand. During difficult times employees freely state their concerns about more pay or how their employer should show them gratitude and recognition for their service.

Employees very freely inventory their contributions, title, and years of service to their employer and demand reward. This freedom to express one's expectations and to demand benefit, compensation, or increased title is something we all are able to do freely because of sacrifices our veterans have done for our country.

Veterans Day is a very special day because it provides Americans with an opportunity to thank all Veterans for their sacrifice and patriot service to our country. It gives all of us an opportunity to be thankful for our freedoms and reflect.

Britany Griego applies make-up to Noviembre Lucero as part of an assignment for their cosmetology classes at Luna Community College. Both Griego and Lucero are anticipating graduation this May. The cosmetology program invites the community of Las Vegas and the surrounding areas to come in and enjoy of a variety of serves offered at Luna Community College. All students are supervised by an instructor. For more information, call 505/454-5344.



ECONOMIC & WORKFORCE DEVELOPMENT

LEAD CERTIFICATION TRAINING IN RATON, NM

*All firms performing work that disturbs lead-based paint in homes, child-care facilities, or schools built before 1978 must be certified by the US EPA and follow specific work practices.

*Santa Fe Community College's classes are approved for purposes of certification under section 402 of the Toxic Substances Control Act, Accreditation # NAT RV-1-19212-1-EN.

*Information about EPA's Lead RRP Rule and requirements for firm certification can be found at epa.gov/getleadsafe, or, 1-800-424-5323.

*For information, contact Joe Rodman at (575) 445-2874, or jrodman@onestopnmm.org.

Lead Certified Renovator, Initial – 8 hours: You will acquire the skills, knowledge and certification to comply with EPA's Renovation, Repair and Painting rule while learning safe work practices for renovating housing with lead-based paint. This training is required for any contractor who is involved in any construction activity that may disturb lead-based paint in housing constructed prior to 1978, in facilities that can be occupied by children under the age of six, or where pregnant women reside. After completion, of the training and passing the written exam, students will be certified per regulatory requirements. The NM Real Estate Commission has approved this course for 3 hours of education category continuing education credit. Each class is limited to 30 students.

Student Fee: \$225

Wednesday, December 7, 2011, 8am–5pm

Location: Raton High School, Media Center, Raton, NM

This class is WIA-approved for Green Job training and most students are eligible for fee assistance through the State Energy Sector Partnership Grant. Just download and complete the pre-application form at www.greenjobs.state.nm.us/pdf/SectorFlyer7-21-11.pdf, and bring the completed form and applicable documents to Raton, New Mexico Workforce Connection Office, 1144 S. 2nd Street for processing and approval by November 15, 2011.



GrowRaton!



Records

ACE
Hardware

BURNS

Do it Center



LCC sponsors “Election Day”

By Joanna Tsyitee
LCC Student Government
Vice-President

On Tuesday Nov. 8, 2011, the LCC Student Government sponsored “Election Day” – a daylong event including trivia around campus and a non-partisan registration booth – in commemoration of the 365 day countdown to the 2012 Presidential Election. The trivia included facts about American election history, excerpts from the U.S. Constitution, and the complete list of our presidents and vice-presidents, along with their term years and political party.

The voter registration booth was patriotically decorated and offered not only voter registration, but also voting information for newly or already registered students. The booth registered twelve new voters, with Student Government Senator Tyler Pina leading by example and being the first to register.

In addition, a student government representative presented students with survey questions in relation to the government, such as: “If you could choose anyone to be president, who would it be and why?” and “What do you think are the three biggest problems in American Government?” In response to the latter question, one gentleman answered that it is the people in our government that are the problem, and their corruption and greed leads to the distrust of the American people. While another student believed that the economy could be added to



Pictured are Joanna Tsyitee, LCC Student Government Vice-President and Susan Tsyitee, a certified Voter Registration Agent. She volunteered for the afternoon to be LCC’s registrar for the event.

that list.

Special thanks to the instructors who sent their students out to register, and to Skills USA Cosmetology President Amanda Leora Garcia and Vice-President Victoria Peres. The Student Government is pleased with the participation of students on campus and happy to provide an opportunity for people to participate not

only in their student government, but their American government as well. No one has to vote, but being registered to do so gives us the opportunity to have our voices heard.

Thank you for your participation, Luna Community College!

Alta Vista to hold free events

Alta Vista Regional Hospital is hosting a free Healthy Woman “Doc Talk” on **Wednesday, Nov. 16, from noon to 1 p.m. at the Bank of Las Vegas Conference Room, 622 Douglas Avenue in Las Vegas.** Dr. Richard Mannal, Orthopedic Surgeon will present on “Current Trends of Osteoporosis.”

The free event begins with a light lunch at 11:45 a.m. and the presentation beginning at noon, followed by a question and answer session. Women and men of all ages are invited. For more information and to reserve your seat, please call Linda Leyba at (505) 426-3772 or e-mail linda_leyba@chs.net.

In addition, The Alta Vista Regional Hospital Senior Circle Chapter is hosting a free “Health Sense Doc Talk” on **Friday, November 18, from 10:30 to 11:30 a.m. at the Alta Vista Regional Hospital Classrooms, 104 Legion Drive in Las Vegas.**

Dr. James Knight, Urologist, will present on “Leaky Plumbing: Incontinence Treatment” Prospective Senior Circle members are welcome. The presentation will be followed by a question and answer session. For more information and to reserve your seat, please call Linda Leyba at (505) 426-3772 or e-mail linda_leyba@chs.net.

Annual Thanksgiving Food Drive

**Donations may be dropped off at the
ACCESS Center**

from

November 2nd thru November 18th

(departmental boxes will be pick up on the 18th)

**Food distributions will take place at the
Rough Rider Grill**

for LCC students on November 22th



Distributions will be on a first come first serve basis



A challenge to Luna CC employees

By Jesse Gallegos
**A Different
Perspective**

As everyone knows by now, our former colleague and the late Henry Sanchez was a big supporter of The Love Your Neighbor Fund which over the course of the last 10 years or so

has helped hundreds of families including the elderly and single moms or dads with food, heat and wood during the harsh winter months.

No one worked more diligently than Sanchez did in raising money for this worthy cause. One of his fundraisers was the annual phone-a-thon on KNMX. This year I was asked to host the show. Let me tell you I am no Henry Sanchez, but I will try to do the best I can and make sure we raise as much money as possible.

This year's phone-a-thon will be held from 1 to 3 p.m. on Thursday, Nov. 17. And in honor of Coach Sanchez, who taught sports performance at LCC, I am challenging each and every employee to call in.

Keep in mind every dollar counts. I have seen the Jerry Lewis Telethon for muscular dystrophy over the last couple of decades and what impresses me more is the masses of people who donate what they can. What I'm trying to say here is \$2, \$5 and \$10 donations add up. I have always believed that the fortunate should help out the less fortunate. It's the right thing to do.

The number to call is 425-3555 and I will do my best to get you on the air if you wish.

Together we can win one last game for Coach Sanchez.

Establishing a culture of completion

Luna Community College's Phi Theta Kappa Honor Society Beta Mu Nu Chapter will be hosting our Commit to Complete Signing Day Project from 11:30 a.m. to 2 p.m. on Thursday, November 17, 2011 at during the Annual Thanksgiving Luncheon.

By Dr. Rod Risley



I am often perplexed when I think about how higher education systems operate. Business and public leaders continuously lament that the economic prosperity of any nation is inextricably tied to the education of its citizens. In the United States, obtaining a higher education credential is a pursuit that

many now consider a civil right and an essential pathway toward achieving the American Dream. So it seems the purveyors of this valued education credential, which provides individual and collective prosperity, must take great care in and accept responsibility for providing a product that is relevant, useful, and has future utility. In theory yes, but in practice no.

The United States has fallen from being the world's leader in the percentage of citizens holding higher education credentials to 12th among industrialized countries. This comes at a time when studies show that in just a few short years, jobs providing livable wages will require at minimum an associate degree. More and more students are entering higher education institutions under-prepared, but aspiring to complete a baccalaureate degree. Fifty percent of the eight million students enrolled in community colleges express intention to complete a baccalaureate degree, yet only 25 percent actually complete. Something is dreadfully wrong with our higher education system.

Higher education institutions, which are the "businesses" primarily responsible for designing and delivering the tools and vehicles to drive workers toward a brighter economic future and all its rewards, seem to act more like bankrupt automobile manufacturers than human capacity building organizations. They are selling products that are outdated with features of minimal utilitarian value, and building them replete with major structural design flaws. The stripped down versions of the products they sell may cost more than people can afford – but their attitude – as with those now defunct automobile manufacturers – is one of indifference because "someone will buy it".

And as if that were not enough, as the consumer drives off the lot, these "businesses" are not held accountable nor do they accept any responsibility for the product they provide. Will this product take the consumer where they need to go, or provide any future value? Is there a warranty or a guaranty? Unfortunately, the only

thing taken is the consumer's time and money. It's time for a change – a time to change the culture in these "businesses". Our higher education institutions must move from a culture that provides access and a "right to fail" to a culture that provides access and supports completion.

Providing access to higher education is essential for the development and sustainability of a middle class. Without access, the gap between socio-economic classes will continue to widen, poverty rates will continue to climb, and the very foundation of democracy in this country as we know it will be placed in peril. Providing access to higher education by itself, however, is not enough. In order to return our nation to prominence in the number of adults with Associate degrees or higher will require our country's higher education system to produce an estimated 8.2 million additional graduates by 2020. Of those, an additional five million students will need to graduate from community colleges.

Answering this call, Phi Theta Kappa has joined with the five leading national organizations serving community colleges to spearhead an effort to help meet the Community College Completion Challenge. Never in the history of community colleges has there been such a sense of urgency or collective effort to effect change in institutions as there is today.

The Community College Completion Challenge is as much about process and culture as it is about the end result of increasing the number of credentials or degrees earned. The culture today for supporting completion in many higher education institutions is best characterized by the professor who stands before students in a large lecture hall and proudly boasts, "look to your left and look to your right – one of you will not complete this course." This culture of a "right to fail" must be replaced with support to complete.

Many say that students come to community colleges with no intention to complete a degree or credential. Thus, colleges often excuse themselves from the responsibility of supporting student success and completion. While it may be true that there is value in completing even one class, it is an abdication of responsibility for the college not to take the time to help students understand the benefits of completing and the consequences of not.

Community colleges must do a better job of talking with students about potential career paths at the time of enrollment, rather than simply offering advice on course selection. We have to prepare students to be lifelong learners. Thus, certificates earned by students should not be perceived as terminal, but rather stackable, leading to higher certifications and degrees. And these certificates should equip students with the skills needed for new jobs.

Community colleges must spend more time

thinking about how to monitor student progress and provide support in the initial weeks of enrollment. They must design new approaches to teaching developmental classes. Incentives need to be provided to colleges to focus on retention and persistence rather than increasing enrollment numbers.

Early colleges and dual enrollment programs should be in place in every state. The reality is that our secondary education institutions are ill-equipped to effect change quickly enough to address soaring drop-out rates. Research has proven that early colleges dramatically increase not only high school graduation rates but also the rates of those completing associate degrees. Those earning an associate degree will earn up to \$400,000 more over their lifetime than those without a degree. Those earning a degree or certificate are more likely to be hired and less likely to become unemployed than those without.

Finally, more attention must be placed on preparing students for transfer to senior colleges. While completing a baccalaureate degree may not be the aspiration of every student, those with that goal should be provided quality advisement, a clear pathway, and set of tools to ensure that they will complete on time and with their degree.

Community colleges must change their approach and accept responsibility for advising students upon enrollment on the importance of completing the associate degree prior to transferring to senior colleges. Studies show that community college students who transfer to senior colleges prior to earning the associate degree significantly increase their chances of *never* earning the baccalaureate degree. In many states, by law, public senior colleges are required to accept all degree credits from students who earn associate degrees. Students who transfer without the associate degree may be required to repeat or take additional classes, resulting in their having to expend more time and more money to complete. Studies show that increasing the time and cost to completion lessens the likelihood of a student ever earning a degree. Finally, associate degree or credential completion provides students with a safety net for those times when unforeseen circumstances occur that derail or delay their long-term goals.

One has to wonder why, when the first community college was established in 1901 to provide access to higher education, completing college was not seen as integral to its mission. Clearly today completion must be seen as central to the mission of our community colleges. To continue with our automotive analogy, it is a moral imperative that our institutions take responsibility for providing its consumers the tools and knowledge to "build a car" with the appropriate features that will lead them down a road toward economic prosperity and well-being.