

Board of Directors
Des Moines Area Community College

Public Hearing
July 8, 2024 – 4:00 p.m.

DMACC Hunziker Career Academy
1420 South Bell Avenue, Ames

AGENDA

	<i>Page #</i>
1. Call to order.	
2. Roll call.	
3. Consideration of tentative agenda.	
4. Acknowledgment of public hearing.	
5. Public comments.	
6. <u>Board Report 24-053.</u> Urban Campus Building 4 Chiller Replacement.	1
7. Adjourn	

Board of Directors
Des Moines Area Community College

Regular Board Meeting

July 8, 2024 – Immediately following Public Hearing

DMACC Hunziker Career Academy
1420 South Bell Avenue, Ames

AGENDA

	<i><u>Page #</u></i>
1. Call to order.	
2. Roll call.	
3. Consideration of tentative agenda.	
4. Public comments.	
5. Presentations: Bill LaTour and DLR; Facilities Master Plan	
MD Isley, Kyle Collins and Debbie Kepple-Mamros; DFW Rates	
6. <u>Consent Items.</u>	
a. Consideration of minutes from June 10, 2024 Regular Board Meeting.	2-5
b. Human Resources report.	6-7
c. Consideration of payables.	PDF File
7. <u>Board Report 24-054.</u> Approval of the FY25-FY35 Facilities Master Plan.	8
8. <u>Board Report 24-055.</u> Receive and File Changes to 2024-2025 Career and Technical Advisory Committees.	9-39
9. <u>Board Report 24-056.</u> Revision of the Des Moines Area Community College Quality Faculty Plan.	40-81
10. <u>Board Report 24-057.</u> A resolution approving the form and content and execution and delivery of a Workforce Training and Economic Development Training Contract under Chapter 260C , Code of Iowa, for iJag (Iowa Jobs for America's Graduates) Project #4.	82

11. Board Report 24-058. A resolution approving the form and content and execution and delivery of a Workforce Training and Economic Development Training Contract under **Chapter 260C**, Code of Iowa, for **Story Construction, Co. Project #5.** 83
12. Board Report 24-059. Urban Campus Student Life Building & Building 1 Renovation. 84
13. Presentation of Financial Report.
14. President's Report.
15. Campus Updates.
16. Committee Reports.
17. Board Members' Reports.
18. Information Items:
 - July 10-11 – CC for Iowa Trustee Conference hosted by Hawkeye Community College.
 - August 1 – WTA Graduation, DMACC Southridge Campus; 6:00 p.m.
 - August 12 - Electronic Board Meeting (only if needed); 4:00 p.m.
 - September 2 – Holiday; All campuses closed.
19. Adjourn.

AGENDA ITEM

Urban Campus Building 4 Chiller Replacement

BACKGROUND

At the June 10, 2024 Board meeting, the Board adopted the Proposed Plans and Specifications and Form of Contract and Estimated Costs for the Urban Campus Building 4 Chiller Replacement project. The Board set the receipt of bids for July 2, 2024 at 2:00 p.m. and a public hearing for July 8, 2024 at 4:00 p.m.

The engineer will tabulate and analyze the bid results received on July 2, 2024, and at the July 8, 2024 Board meeting they will present a recommendation for award of contract.

RECOMMENDATION

It is recommended that the Board:

- A. **Public Hearing** - At the conclusion of the Public Hearing and after consideration of the information presented, move to adopt the Resolution Approving Plans and Specifications, Form of Contract and Estimated Costs for the Urban Campus Building 4 Chiller Replacement
- B. **Consideration of Award of Contract.** Move to recommend the Award of Contract after review of the bid tabulation and engineer's recommendation.

Robert J. Denson, President

Board of Directors
Des Moines Area Community College

REGULAR BOARD MEETING
June 10, 2024

The regular meeting of the Des Moines Area Community College Board of Directors was held at DMACC's Urban Campus on June 10, 2024. Board Chair Joe Pugel called the meeting to order at 4:01 p.m.

ROLL CALL

Members present: Felix Gallagher, Jim Gossett, Angela Jackson, Kevin Halterman, Cheryl Langston, Denny Presnall, Joe Pugel, Madelyn Tursi.

Members absent: Fred Greiner.

Others present: Rob Denson, President/CEO; Carolyn Farlow, Board Secretary; Bill LaTour; Board Treasurer, staff.

CONSIDERATION OF REVISED
AGENDA

Tursi moved; seconded by Langston to approve the revised agenda. Motion passed unanimously. Aye- Gallagher, Gossett, Halterman, Jackson, Langston, Presnall, Pugel, Tursi. Nay-none.

PUBLIC COMMENTS

None.

PRESENTATION

Executive Campus Dean Abby Zegers provided an overview of goals and upcoming changes at Urban Campus. Zegers also provided information on events and new employees at the campus and highlighted the success of non-credit pathways growing into credit pathways.

CONSENT ITEMS

Tursi moved; seconded by Halterman to approve the consent items: a) Minutes from the May 6, 2024 Regular Board Meeting; b) Human Resources Report and Addendum (Attachment #1); and c) Payables (Attachment #2).

Motion passed unanimously. Aye- Gallagher, Gossett, Halterman, Jackson, Langston, Presnall, Pugel, Tursi. Nay-none.

APPROVAL OF BOARD POLICIES:
SECTION 700

Board Report 24-038. Halterman moved; seconded by Langston to approve Board Policies Section 700.

Motion passed unanimously. Aye- Gallagher, Gossett, Halterman, Jackson, Langston, Presnall, Pugel, Tursi. Nay-none.

APPROVAL OF 2024-2025 CAREER
AND TECHNICAL ADVISORY
COMMITTEES

Board Report 24-039. Gossett moved; seconded by Tursi to approve the 2024-2025 Career and Technical Advisory Committees.

Motion passed unanimously. Aye- Gallagher, Gossett, Halterman, Jackson, Langston, Presnall, Pugel, Tursi. Nay-none.

STUDENT ACTIVITIES COUNCIL
BUDGETS FOR FY2025

Board Report 24-040. Halterman moved; seconded by Tursi to accept the Student Activities Council (SAC) budgets for FY2025.

Motion passed on a roll call vote. Aye- Gallagher, Gossett, Halterman, Jackson, Langston, Presnall, Pugel, Tursi. Nay-none.

ACCT DUES RENEWAL

Board Report 24-041. Tursi moved; seconded by Langston to renew membership in ACCT and authorize payment of annual dues in the amount of \$8,135.

Motion passed on a roll call vote. Aye- Gallagher, Gossett, Halterman, Jackson, Langston, Presnall, Pugel, Tursi. Nay-none.

CC FOR IOWA DUES RENEWAL

Board Report 24-042. Jackson moved; seconded by Langston to renew membership in CC for Iowa and authorize payment of annual dues in the amount of \$124,195.

Motion passed on a roll call vote. Aye- Gallagher, Gossett, Halterman, Jackson, Langston, Presnall, Pugel, Tursi. Nay-none.

FY24 CURRICULUM ACTIVITY

Board Report 24-043. Halterman moved; seconded by Jackson to approve the FY24 Curriculum Activity Summary.

Motion passed unanimously. Aye- Gallagher, Gossett, Halterman, Jackson, Langston, Presnall, Pugel, Tursi. Nay-none.

URBAN CAMPUS BUILDING 4
CHILLER REPLACEMENT

Board Report 24-044. Attachment #3. Tursi moved; seconded by Presnall recommending that the Board adopt a resolution adopting the proposed plans and specifications and form of contract and estimated costs for the Urban Campus Building 4 Chiller Replacement Project, setting the Public Hearing date as July 8, 2024 and setting July 2, 2024 as the date for receipt of bids.

Motion passed on a roll call vote. Aye- Gallagher, Gossett, Halterman, Jackson, Langston, Presnall, Pugel, Tursi. Nay-none.

DMACC BOULEVARD STREET
REPAIR – Release of 5% Retainage

Board Report 24-045. Halterman moved; seconded by Tursi to approve the release for payment of the final 5% retainage to McGregor Corporation.

Motion passed on a roll call vote. Aye- Gallagher, Gossett, Halterman, Jackson, Langston, Presnall, Pugel, Tursi. Nay-none.

DMACC ANKENY CAMPUS
SWITCHGEAR REPLACEMENT –
Release of 5% Retainage

Board Report 24-046. Presnall moved; seconded by Tursi to approve the release for payment of the final 5% retainage to The Waldinger Corporation.

Motion passed on a roll call vote. Aye- Gallagher, Gossett, Halterman, Jackson, Langston, Presnall, Pugel, Tursi. Nay-none.

URBAN CAMPUS STUDENT LIFE
BUILDING & BUILDING 1
RENOVATION – Release of a
Portion of 5% Retainage

Board Report 24-047. Tursi moved; seconded by Langston to approve a partial release for payment in the amount of \$83,726.90, which is a portion of the final 5% retainage, to Graphite Construction Group.

Motion passed on a roll call vote. Aye- Gallagher, Gossett, Halterman, Jackson, Langston, Presnall, Pugel, Tursi. Nay-none.

TRAIL POINT AQUATICS AND
WELLNESS CENTER PLANT FUND
PAY BACK

Board Report 24-048. Presnall moved; seconded by Langston to approve the change in plan for Trail Point Aquatics and Wellness Center payback to the Plant Fund.

Motion passed on a roll call vote. Aye- Gallagher, Gossett, Halterman, Jackson, Langston, Presnall, Pugel, Tursi. Nay-none.

BOARD POLICY SA518 – STUDENT
LOCATION AND TIME OF
ENROLLMENT POLICY

Board Report 24-049. Halterman moved; seconded by Tursi to adopt Board Policy SA518 – Student Location and Time of Enrollment Policy.

Motion passed unanimously. Aye- Gallagher, Gossett, Halterman, Jackson, Langston, Presnall, Pugel, Tursi. Nay-none.

TRAINING OR RETRAINING
AGREEMENTS

Jackson moved; seconded by Tursi recommending that the Board approve Items 19-20 as one consent item. Motion passed on a roll call vote. Aye- Gallagher, Gossett, Halterman, Jackson, Langston, Presnall, Pugel, Tursi. Nay-none.

Absolute Group, Inc., Project #4

Board Report 24-050. Attachment #4. A resolution approving the form and content and execution and delivery of a Retraining or Training Agreement under **Chapter 260F**, Code of Iowa, for **Absolute Group, Inc., Project #4.**

Many Hands 4 Haiti, Project #1

Board Report 24-051. Attachment #5. A resolution approving the form and content and execution and delivery of a Workforce Training and Economic Development Training Contract under **Chapter 260C**, Code of Iowa, for **Many Hands 4 Haiti, Project #1.**

NEWTON CAMPUS PAVILION

Board Report 24-052. Tursi moved; seconded by Gossett to adopt a motion authorizing the Memorandum of Understanding (MOU) and Commitment between Des Moines Area Community College (DMACC) and Jasper County Extension and Outreach (ISUEO)/Council.

Motion passed on a roll call vote. Aye- Gallagher, Gossett, Halterman, Jackson, Langston, Presnall, Pugel, Tursi. Nay-none.

FINANCIAL REPORT

Controller Ben Voaklander presented the May 2024 financial report as shown in Attachment #6 to these minutes.

CAMPUS/PATHWAY UPDATES Updates on activities and events at their campus/pathway were provided by: Kristin Brookover, Bill LaTour, Drew Nelson and Scott Schultz.

COMMITTEE REPORTS Board President Joe Pugel reported that the President’s Review Committee met earlier today and discussed the President’s Evaluation matrix. The Committee will bring this back to the full Board within two months.

Board Vice President Kevin Halterman reported that the Audit Committee met earlier today to get started on this year’s audit process.

CLOSED SESSION Langston moved; seconded by Halterman to hold a Closed Session as provided in Section 21.5(1)(c) of the Open Meetings Law to discuss strategy with counsel in matters that are presently in litigation or where litigation is imminent where its disclosure would be likely to prejudice or disadvantage the position of the governmental body in that litigation.

Motion passed on a roll call vote. Aye- Gallagher, Gossett, Halterman, Jackson, Langston, Presnall, Pugel, Tursi. Nay-none.

RETURN TO OPEN SESSION The Board returned to Open Session at 5:54 p.m.

ADJOURN Gallagher moved; seconded by Gossett to adjourn. Motion passed unanimously and at 5:55 p.m. Board Chair Joe Pugel adjourned the meeting. Aye- Gallagher, Gossett, Halterman, Jackson, Langston, Presnall, Pugel, Tursi. Nay-none.

JOE PUGEL, Board Chair

CAROLYN FARLOW, Board Secretary

AGENDA ITEM

Human Resources Report

BACKGROUND

I. Replacement Position

1. Aunspach, Chase

Instructor, Speech Communication
Various Locations
Annual Salary: \$67,476
Effective: 08/15/2024

2. Canham, Benjamin

Instructor, Business Administration
Ankeny Campus
Annual Salary: \$60,931
Effective: 08/15/2024

3. Duke, Shaun

Instructor, English
Ankeny Campus
Annual Salary: \$67,476
Effective: 08/15/2024

4. Gard, Jeffrey

Instructor, English
Ankeny Campus
Annual Salary: \$67,476
Effective: 08/15/2024

5. Walker, Tiesha

Instructor, Speech Communication
Various Locations
Annual Salary: \$60,931
Effective: 08/15/2024

II. Contract Change

1. Abbott, Emily
Instructor, Nursing
From: 12 Month Continuing Contract
To: 9 Month Continuing Contract
Effective: August 16, 2024

III. Resignation

1. **Powell, Cheryl**
Instructor, Speech Communication
Urban Campus
Effective: 8/02/2024

RECOMMENDATION

It is recommended that the Board accepts the President's recommendation as to the above personnel actions.

Robert J. Denson, President

AGENDA ITEM

Approval of the FY25-FY35 Facilities Master Plan

BACKGROUND

The College has completed a year-long process, working with DLR's Facility Planning Team, to complete a comprehensive district-wide Facilities Master Plan. The plan includes phased project lists for all campuses and centers, proposed capital projects, and plans for building demolition and replacement. All projects included in the plan are subject to Executive Committee and Board approval. The plan also includes studies on space utilization, deferred maintenance, building assessments, enrollment projections, design guidelines, etc.

The Facilities Master Plan is intended to be a guiding document and will continue to be reviewed and updated as College priorities are identified. An annual review of the plan is recommended and a 5-year cycle for updating the plan will be completed.

RECOMMENDATION

After due consideration, move to approve and adopt the Facilities Master Plan.

Robert J. Denson, President

AGENDA ITEM

Receive and File Changes to 2024-2025 Career and Technical Advisory Committees

BACKGROUND

The Board approved the list of career and technical advisory committee members to serve throughout the 2024-2025 academic year at its June Board meeting. Since that time, changes have been made to the committee lists. A revised list of all committees is attached to this report.

RECOMMENDATION

It is recommended that the Board receive and file the changes to the Career and Technical Advisory Committees for the 2024-2025 academic year.

Robert J. Denson, President

Career & Technical Advisory Board Members

2024-2025

Accounting

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Kyle	Auffert	Vice President, Finance & CPA	Hy-Vee	515-267-2932	KAuffert@hy-vee.com	M	C	No
Jackie Joe	Dammeier Ugrin	Partner Professor of Accounting and RSM Endowed Chair in Accounting	RSM US LLP University of Northern Iowa	515-558-6676	jackie.dammeier@rsmus.com	F M	C C	
Gregory	Dodds	Treasury Manager	Principal Financial Group	515-362-0875	joseph.ugrin@uni.edu	M	C	No
Mike	Bringle	Director	Palmer Group	515-344-4706	gregdodds@gmail.com	M	C	No
Vada	Grantham	Professor	DMACC	515-964-6348	mbringle@thepalmergroup.com	M	B/Non-Hisp	No
Patty	Holmes	Professor Emeritus	DMACC	515-460-8142	vgrantham@dmacc.edu	F	C	Yes
Michael	Jantz	Staffing Manager	Midwest Professional Staffing	515-453-9575	phholmes@dmacc.edu	M	C	No
John	Kendeigh	CPA & Partner	Tardell & Co, P.L.C.	515-282-0200	michael@midwestprofessionalstaffing.com	M	C	No
Lauren	Reed	Senior Payroll Specialist	UnityPoint Health	515-419-9088	johnk@tarbellcpa.com	F	C	No
Pam	Sullivan	Accountant IV	Iowa Department of Admin. Services	515-281-0887	lauren.reed204@gmail.com	F	C	No
					pam.sullivan@iowa.gov	F	C	No

Acting

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Melody	Betts	Broadway Actor	Self-Employed	773-206-4351	mabetts117@gmail.com	F	Black	No
Anu	Bhatt	Actor	Self-Employed	858-335-9723	anubhatt@gmail.com	F	Indian	No
Antoine	Smith	Broadway Actor, Emmy winner	Self-Employed		antoinelamontsmith@gmail.com	M	Black	No
Leslie	Stratton	Theatre Faculty	Ankeny Centennial High School	515-975-1655	leslie.stratton@ankenyschools.org	F	C	No
Adrienne	Sweeney	Associate Artistic Director	Commonweal Theatre Company	507-993-0885	adrienne.sweeney@gmail.com	F	C	No
Colin	Wasmund	Actor / Professor	Self-Employed / Western Carolina University	507-401-6704	crwasmund@wcu.edu	M	C	No

Agribusiness

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Kevin	Anderson	Agriculture Instructor	Des Moines Public Schools	515-520-1742	kevin.anderson@dmschools.org	M	C	No
Ben	Chamberlain	Student Services Specialist III	Iowa State University	515-294-4655	bchamber@iastate.edu	M	C	
Steve	Gray		Corteva	515-339-9383	segray515@gmail.com	M	C	No
Nick	Griffieon	Farmer	Self-employed	515-205-7878	ngriif707@gmail.com	M	C	No
Joseph	Kraber	Sales Manager	Premier Ag Systems	515-250-0883	josephkraber@gmail.com	M	C	No
Kami	McDonough	HR Business Partner	Landus	515-735-2664	kami.mcdonough@landus.ag		C	
Robert	Meade	Employment Specialist	Agriland FS	515-537-5199	rmeade@agrilandfs.com	M	C	No
Rachelle	Overton	Director of Clinical Execution and Operational Excellence	Elanco Animal Health	641-328-4396	rachelleoverton@gmail.com	F	C	No
Luke	Vance	3GIS Engineer	Verizon	515-559-4545	vanceluke8@gmail.com	M	B	No

Animation and Rich Media

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Paul	Burger	Creative Director	Trilex	515-974-4705	pburger@trilexgroup.com	M	C	
Robert	Foss	Creative Director / Senior Marketing Manager / Adjunct Instructor	Robert Foss	515-480-0364	robertfoss@aol.com	M	C	
Igor	Khalandovskiy	Motion Graphics Artist / Freelance Illustrator / Professor	Igor Khalandovskiy	515-327-0097	igorkhal@msn.com	M	Other	
Will	Richer	Creative Pro / 3d Youth Instructor	Will Richer	515-809-8185	william.richer.jr@gmail.com	M	C	
Andrew	Southern	Art Director	Gold Creek Games	641-691-0869	andrew@studiosouthern.com	M	C	
Ryan	Tow	Partner / 3D Artist/ Motion Designer	Studio Iowa	515-802-2300	ryan@studioiowa.com	M	C	No
Ryan	Tow	Partner / 3D Artist/ Motion Designer	Studio Iowa	515-334-0555	ryan@studioiowa.com	M	C	
Adam	Van Wyk	Storyboard Artist	Adam Van Wyk	818-388-9418	adamvanwyk@yahoo.com	M	C	

Architectural Technologies

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Chris	Boeke	Virtual Construction Coordinator	Ryan Companies US, Inc	515-208-7288	chris.boeke@ryancompanies.com	M	C	No
Nancy	Bougher	Project Coordinator	Invision	515-778-4847	nancyb@invisionarch.com	F	C	No
Dan	Cross	Principal	Cross Studio	515-664-3211	dan@dcrossstudio.com	M	C	No
Faryal	Dotani	Electrical Engineer	P&E Engineering	515-450-6624	fkdotani@peengr.com	F	Asian	No
Jeremy	Ernst	Architect	Cycle Design Studio	515-419-8647	jeremy@cycledesignstudio.com	M	C	No
Andrew	Hummel	Mechanical Designer	ISG Inc.	515-490-4657	andy.hummel@isginc.com	M	C	No
Jesse	Mickle	BIM Manager	Keen Project Solutions	515-598-5585	jmickle@keenprojectsolutions.com	M	C	No
James	Moore	Project Manager	Shive Hattery	515-223-8104	jmoore@shive-hattery.com	M	C	No
Ken	Murphy	Engineering Technician	Alvine Engineering	515-243-0569	kmurphy@alvine.com	M	C	No
Meghan	Naley	Architect Associate	BBS Architects & Engineers	515-365-8260	mnaley@bbsae.com	F	C	No
Tammy	Rico	Senior Technical Training Designer	DLR Group	515-619-6950	trico@dlrgroup.com	F	C	No

Associate Degree Nursing

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Anita	Becker	VP, Patient Services & Chief Nursing Officer	St. Anthony Regional Hospital	712-794-5227	abecker@stanthonyhospital.org	F		
Melody	Bethards	Simulation Coordinator	DMACC	515-697-7824	mlbethards@dmacc.edu	F		
Kelley	Blackburn	Ex. Director of Nursing Oper., Clinical Professional Dev.	Unity Point Health Des Moines	515-241-6806	kelley.blackburn@unitypoint.org	F		
Dawn	Bowker	Director of Nursing Education	Iowa State University	515-294-6080	dmbowker@iastate.edu	F		
Erica	Carrick	Ex. Director of Oper. & Integration	Primary Healthcare at Mercy	515-577-3844	ericacarrick@gmail.com	F		
Denise	Cundy	Chief Nursing Executive	Unity Point Health Des Moines	515-241-5575	denise.cundy@unitypoint.org	F		
Amy	Dagestad	Ex. Director, Inpatient Services	Mary Greeley Medical Center	515-239-2446	dagestad@mgmc.com	F		
Wendy	Ferraro	Program Coordinator	DMACC	515-965-7164	weferraro@dmacc.edu	F		
Ashley	Fletcher	Ankeny Campus Chair	DMACC	515-964-6879	amfletcher@dmacc.edu	F		
Sara	Gonnerman	ED & ICU Director	St. Anthony Regional Hospital	712-794-5413	sgonnerman@stanthonyhospital.org	F		
Kari	Hemann	Newton Campus Chair	DMACC	641-791-1739	khemann@dmacc.edu	F		
Donna	Hoffman	Market VP HR Operations	MercyOne	515-247-3225	donna.hoffman@commonspirit.org	F		
Laura	Krieger	Chief Nursing Office	Boone County Hospital	515-298-9319	lkrieger@bchmail.org	F		
Collette	Krutsch	Carroll Campus Chair	DMACC	712-792-1755	cdkrutsch@dmacc.edu	F		
Jeanie	McCarville-Kerber	Executive Academic Dean						
Adrienne	Messer	Health Sciences & Fitness Manager Nursing Education	DMACC	515-783-2779	jamccarville1@dmacc.edu	F	C	No
Sue	Mixdorf	Pathway Nav. Student Dev.	MercyOne	515-643-2823	adrienne.messer@mercyoneiowa.org			
Jan	Myers	Chief Nursing Officer	DMACC	515-964-6651	scmixdorf@dmacc.edu	F		
Katie	Namovicz	Knoxville Hospital & Clinics	DMACC	515-979-3417	jmmyers@knoxvillehospital.org	F		
Jessica	Passick	Boone District Chair	DMACC	515-433-5070	knamovicz@dmacc.edu	F		
Nicole	Sartori	District Coordinator	DMACC	515-965-7161	jwpassick@dmacc.edu	F		
Natalia	Thilges	Manager Clinical Prof. Dev.	MercyOne	515-241-6877	Nicole.Sartori@unitypoint.org	F		
Katie	Towers	Director of Nursing Education	DMACC	515-964-6485	nathilges@dmacc.edu	F		
		Director, St. Anthony Education Services	St. Anthony Regional Hospital	712-794-5244	kstowers@stanthonyhospital.org	F		

Auto Collision Repair

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Denny	Anderson	Body Shop Manager	Charles Gabus Ford	515-491-2523	danderson@charlesgabus.com	M	C	No
James	Crooks	Fixed Operations Director	DeYarman Automotive	515-962-8141	jcrooks@deyarman.com	M	C	
Larry	Gilliam	Collision Center Manager	Karl Chevrolet	515-299-4337	larryg@karlchevrolet.com	M	C	No
Conner	Janning	Estimating / Welding, Hands-On Instr.	Willis Collision Center	515-783-1458	janningconner@gmail.com	M	C	
Jake	Maggard	Painter/Body Technician	Colfax Tractor Parts	515-669-0138	jnmaggard@dmacc.edu	M	C	
Larry	McIntosh	Technical Sales Representative	Refinish Supply Co	515-238-8909	larrym@sturdevants.com	M	C	
John	Mull	General Manager	Caliber Collision	515-473-0542	john.mull@calibercollision.com	M	C	
Ryan	Nelson	Collision Center Manager	DeYarman Automotive	515-975-9741	Ryan.Nelson1991@gmail.com	M	C	No
Chad	Ogle-Ricelli	Owner / Operations Manager	Action Autobody	515-288-0025	action_autobody@yahoo.com	M	C	
Josh	Romick	Collision Manager	Willis Automotive	515-979-7276	jromick@willisauto.com	M	C	
Mark	Rosazza	Material Damage Claims Manager	Farm Bureau Financial Services	515-226-6293	mrosazza@fbfs.com	M	C	
Tina	Sharp	Manager	Moffitt's Ford Collision Center	515-432-6336	tina@moffitts.com	F	C	
Phil	Ulvestad	General Manager	The Body Parts Store	515-964-7291	phil@bodypartsstore.com	M	C	
Mike	Wahl	Owner	Dents, Etc	515-490-4715	nomoredent@gmail.com	M	C	No

Auto Mechanics Technology

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Daniel	Beerends	Field Service Engineer Team Leader	GM	515-360-1702	danielbeerends1@gmail.com	M	C	
Tim	Bogardus	Service Manager	Deery of Ames	515-556-0275	tim.bogardus@deeryames.com	M	C	
Jeff	Calkin	Retired ASEP Instructor	Retired	515-250-9753	jcalkin13@hotmail.com	M	C	No
Dennis	Christianson			515-232-2811	vicki.christianson@gmail.com	M	C	
Scott	Cooper	Service Manager	Shottenkirk Chevrolet	515-978-6498	scooper@shottenkirk.com	M	C	No
James	Crooks	Fixed Operations Director	DeYarman Automotive	515-962-8141	jcrooks@deyarman.com	M	C	
Clint	Dudley	Owner	Shade Tree Auto Service	515-986-5241	service@shadetreeauto.biz	M	C	
Eric	Faulman	Mopar CAP Relationship Manager Midwest/Great Lakes	FCA	248-466-2220	eric.faulman@stellantis.com	M		No
Andrew	Ferin		Dewey Dodge Chrysler Jeep		aferin@deweydodgejeep.com	M		
Lee	Fisher	Service Manager	Shottenkirk Chevrolet	515-978-6498	lfisher@shottenkirk.com	M	C	
Jose	Garcia	S&P Area Manager	Chrysler	303-746-8439	jq1522@chrysler.com	M		
Terry	Gholson	Fixed Operations Manager	DeYarman Automotive	515-443-5672	tgholson@deyarman.com	M	C	
Phillip	Gronewold	Service Production Manager	Willis Auto Campus	515-253-9600	pgronewold@willisautocampus.com	M	C	
Frank	Hansman	Service Manager	Stew Hansens Chrysler Dodge Jeep	515-961-8105	frankh@stewhansens.com	M	C	
Richard (Trey)	Harris	Service Manager	Dewey Dodge Chrysler Jeep	515-289-8700	treyharris777@gmail.com	M	C	
Joel	Heaberlin	Service Manager	Karl Chevrolet	515-299-4447	j.heaberlin@karlchevrolet.com	M	C	
Paul	Helgenberger	Service Manager	Woodhouse Chevrolet	712-642-4131	phelgenberger@woodhouse.com	M	C	No
Darcy	Hoch	Cadillac Service Foreman	Willis Auto Campus	515-253-9600	dhoch@willisautocampus.com	M	C	
Robbie	Hoffman	Service Technician	Dewey Dodge	515-795-7285	mrhoffmann@hotmail.com	M	C	
Ryan	Hutchinson	Education Account Manager	Snap-On Tools	515-778-6093	ryan.j.hutchinson@snapon.com	M	C	
Stephen	Johannsen	Manager Aftersales	General Motors	253-208-7825	stephen.johannsen@gm.com	M	C	
Tony	Johnson		Ankeny Tire & Battery	515-964-4645	tojostang@windstream.net	M	C	
Brian	Johnson	Training Operations Manager	Raytheon Professional Services	972-342-4776	brian_k_johnson@raytheon.com	M	C	
Matt	Krygeris	Field Manager Aftermarket	General Motors	612-219-3371	matthew.krygeris@gm.com	M	C	
Robert	LeMaigre	Manager	Raytheon Professional Services	248-915-5734	robert-e-lemaigre@raytheon.com	M	C	
Jeff	Leonard		Karl Chevrolet	515-299-4447	j.leonard@karlchevrolet.com	M	C	
Gary	Love	Service Manager	Dewey Dodge Chrysler Jeep	515-994-2424	garyl@deweydodgejeep.com	M		
Bob	Lundy	Service Consultant	Bob Brown Chevrolet GMC	515-278-7800	bob.lundy@bobbrownauto.com	M	C	
Dylan	Melroy	Service Technician	Dewey Dodge	515-795-7285	melroydj11@gmail.com	M	C	
Chuck	Moore	Master Technician	Dewey Dodge	515-289-8700	cmoore@deweydodgejeep.com	M	C	
Matthew	Moralez	Service Manager	Dewey Dodge	515-994-2424	mpaco68@gmail.com	M	C	No
Randy	Peters		Retired ASEP Instructor	515-745-8976	rjpeters1@msn.com	M	C	No
Tyler	Pfaffe		Stew Hansen's	217-779-3128	pfaffetyler@yahoo.com	M	C	
John	Russell	Retired DMACC Instructor		515-370-1641	jdussell@dmacc.edu	M	C	No
Greg	Seaman	Retired DMACC Instructor		515-681-3974	gaseaman@dmacc.edu	M	C	No
Rob	Taylor	Sales Manager	Beller Distributing LLC	515-276-4516	rtaylor645@aol.com	M	C	
Rob	Toney	Service Manager	Dale Howard Auto Center	641-460-5459	rob.toney@dalehoward.com	M	C	
Travis	Troy	President	Hones Wrenches Automotive Repair	515-557-5267	t.troy@honestwrenches.com	M	C	No
John	Weirich		Karl Chevrolet	515-202-4090	j.weirich@karlchevrolet.com	M		
Wes	Weuve	Instructor (Retired)	DMACC	515-967-3924	wlweuve@dmacc.edu	M	C	
Shane	Whittenbarger	Service Manager	Bob Brown Chevrolet	515-278-7806	shane.whittenbarger@bobbrownauto.com	M	C	
Ray	Williams	Owner	Ray's Country Auto	515-994-2821	alnemmers1@dmacc.edu	M	C	
Keith	Williamson		Williamson's Repair & Tire	515-967-0900	Keith@WilliamsonsRepair.com	M	C	

Automotive Service Education Program (GM ASEP)

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Daniel	Beerends	Field Service Engineer Team Leader	GM	515-360-1702	danielbeerends1@gmail.com	M	C	
Colin	Bruillard	GM	GM	248-807-2438	colin.bruillard@gm.com	M	C	
Jeff	Calkin		Retired ASEP Instructor	515-250-9753	jcalkin13@hotmail.com	M	C	No
Scott	Cooper	Service Manager	Shottenkirk Chevrolet	515-978-6498	scooper@shottenkirk.com	M	C	No
James	Crooks	Fixed Operations Director	DeYarman Automotive	515-962-8141	jcrooks@deyarman.com	M	C	
Brian	Dougherty	Field Service Engineer	General Motors	515-414-6286	brian.dougherty@gm.com	M	C	No
Lee	Fisher	Service Manager	Shottenkirk Chevrolet	515-978-6498	lfisher@shottenkirk.com	M	C	
Terry	Gholson	Fixed Operations Manager	DeYarman Automotive	515-443-5672	tgholson@deyarman.com	M	C	
Phillip	Gronewold	Service Production Manager	Willis Auto Campus	515-253-9600	pgronewold@willisautocampus.com	M	C	
Joel	Heaberlin	Service Manager	Karl Chevrolet	515-299-4447	j.heaberlin@karlchevrolet.com	M	C	
Paul	Helgenberger	Service Manager	Woodhouse Chevrolet	712-642-4131	phelgenberger@woodhouse.com	M	C	No
Darcy	Hoch	Cadillac Service Foreman	Willis Auto Campus	515-253-9600	dhoch@willisautocampus.com	M	C	
Stephen	Johannsen	Manager Aftersales	General Motors	253-208-7825	stephen.johannsen@gm.com	M	C	
Brian	Johnson	Training Operations Manager	Raytheon Professional Services	972-342-4776	brian_k_johnson@raytheon.com	M	C	
Matt	Krygeris	Field Manager Aftermarket	General Motors	612-219-3371	matthew.krygeris@gm.com	M	C	
Robert	LeMaigre	Manager	Raytheon Professional Services	248-915-5734	robert-e-lemaigre@raytheon.com	M	C	
Jeff	Leonard		Karl Chevrolet	515-299-4447	j.leonard@karlchevrolet.com	M	C	
Bob	Lundy	Service Consultant	Bob Brown Chevrolet GMC	515-278-7800	bob.lundy@bobbrownauto.com	M	C	
Randy	Peters		Retired ASEP Instructor	515-745-8976	rjpeters1@msn.com	M	C	No
Greg	Seaman	Retired DMACC Instructor		515-681-3974	gaseaman@dmacc.edu	M	C	No
Rob	Toney	Service Manager	Dale Howard Auto Center	641-460-5459	rob.toney@dalehoward.com	M	C	
John	Weirich		Karl Chevrolet	515-202-4090	j.weirich@karlchevrolet.com			
Shane	Whittenbarger	Service Manager	Bob Brown Chevrolet	515-278-7806	shane.whittenbarger@bobbrownauto.com	M	C	
Keith	Williamson		Williamson's Repair & Tire	515-967-0900	Keith@WilliamsonsRepair.com	M	C	

Biotechnology

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Julie	Gonzalez	Professor of Biology	DMACC	515-964-6379	jegonzalez2@dmacc.edu	F		
Jacob	Asche	FSQR Location Supervisor	Cargill	515-574-7682	jacob_asche@cargill.com	M	C	
John	Bohlmann				john_bohlmann@cargill.com			
Maria	Bohorquez	Chair and Professor of Chemistry	Drake University	515-271-2595	maria.bohorquez@drake.edu	F	Hispanic	
Mallory	Bolander	Technical Manager, Vitamins	Eurofins	515-265-1461	malloryjohnson@eurofinsus.com		C	
Kassandra	Breckenridge	Research Asst.	Corteva Agrosience	515-535-1132	kassandra.breckenridge@corteva.com	F		
Jessica	Bruere							
Scott	Byrd	Recruiter	Lab Support	111-111-1111	sbyrd@apexlifesciences.com	M		
Kacia	Cain	Biology Teacher	Winterset High School	515-462-3320	kcain@winterset.k12.ia.us	F		
Ken	Coursey				kenneth-coursey@uiowa.edu			
Ashley	Delaney	Science Curriculum Consultant	Heartland Area Education Agency	515-270-9030	adelaney@heartlandaea.org	F		
Alison	Easter	Learning Design and Development Specialist	Merck Animal Health	515-441-8180	alison.easter@merck.com	F		
Randy	Fitzgerald	Consultant	Biova	515-218-1568	randal.s.fitzgerald@gmail.com	M		
Scott	Goldsmith							
Eric	Hall				ethall@iastate.edu			
Samantha	Havran	Aldevron Talent Acquisition Manager	Aldevron	701-297-9256	samantha.havran@aldevron.com	F		
Idit	Hazan	Professor of Biology	Grandview University	515-263-2921	ihazan@grandview.edu	F		
Cody	Keefe	Talent Acquisition Specialist	Integrated DNA Technologies	319-626-8400	ckeefe@idtdna.com	M		
Laura	Klein	Recruiter	Aerotek	515-657-5436	lweigel@aerotek.com	F		
Meghanne	Knight				Meghanne.Knight@gt.eutofinsus.com			
Yadeta	Koste	Plant Pathology Sceintist	Corteva	515-535-0918	koste.yadeta@corteva.com			
Dylan	Kuchermann	Recruiter	Aerotek	515-657-5436	dkuchermann@aerotek.com	M		
Claudia	Lemper-Manahl	Associate Teaching Professor	ISU	515-294-3591	clemper@iastate.edu	F		
Pramod	Mahajan	Associate Professor	Drake University College of Pharmacy and Health Sciences	515-271-3022	pramod.mahajan@drake.edu	M		
Jennifer	Matlock				jennifer.matlock@merck.com			
Brendan	Owens	Asst. Manager of Scientific Applications Support	Integrated DNA Technologies	800-328-2661 x8259	bowens@idtdna.com	M		
Rachel	Palinski				Rachel.Palinski@usda.gov			
Meredith	Pehler	Food Safety Specialist	Cargill	515-574-7682	meredith_pehler@cargill.com	F		
Laurie	Peterson	General Manager	Heska Corporation	515-263-8600	laurie.peterson@heska.com	F		
Cody	Pitman				cpitman@actalentservices.com			
Karthik	Shanmuganatham	Supervisory Veterinary Medical Officer	USDA	515-337-7335	karthik.k.shanmuganatham@usda.gov			
Steve	Smith	Lab Tech	Stine Seed	515-677-4046	sesmit@stineseed.com	M		
Anders	Thomsen	Business Unit Manager	Eurofins	515-265-1461	andersthomsen@eurofinsus.com	M		
Angela	Umthun	Quality Assurance Director	Stine Seed	515-677-4046	arumthun@stineseed.com	F		
Brian	Wels	Environmental Laboratory Scientist	State Hygienic Laboratory	515-725-1600	brian-wels@uiowa.edu	M		
Sara	Westphal	Quality Control Manager	Kemin Industries	515-559-5489	sara.westphal@kemin.com	F		
Grace	Winders				gwinders@actalentservices.com			
Jennifer	Bauer	Recruitment Manager	Eurofins	515-265-4161	jenniferbauer@eurofinsus.com	F		
Erin	Ellerman, Sr	Specialist, Planning & Scheduling	Merck Animal Health	515-441-8180	erin.seely@merck.com	F		
Macenzie	Rubin	Molecular Lab	Bayer	973-254-5000	macenzie.rubin@bayer.com	F		
Randy	Zondervan	Microbial Production Manager	ProbioFerm	515-270-5250	rzondervan@probioferm.com	M		

Building Trades

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Nick	Gorham	Owner	Matrix Construction	515-724-9865		M	C	
Jake	Happe	Owner	Happe Homes	515-202-7133	jake.happe@happehomes.com	M	C	
Tami	Kreykes	Project Manager	Greater Des Moines Habitat For Humanity	515-471-8686	tkreykes@gdmhabitat.org	F	C	
Orv	Otten	Director of RTR	Wolf Construction	515-225-8866	ootten@wolfconstruction.net	M	C	
Ned	Rasmussen	Professor	DMACC	515-964-6295	nlrasmussen@dmacc.edu	M	C	
Anthony	Vacco	Owner	Vacco Framing & Contracting	515-745-1083		M	C	

Business Administration & Marketing

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Tyler	Busse	Employment Specialist	Waldinger Corporation	515-323-5103	tyler.busse@waldinger.com	M		
Sara	Clayton	Career Center Director	DMACC	515-964-6215	snclayton@dmacc.edu	F	C	No
Jon	Crook	Production Manager	Mechdyne Corporation	515-709-0030	BeerJeep88@gmail.com	M	C	No
Steve	Despotovich	Attorney at Law	Wilson, Deegee, Dollar, Despotovich, Riemensch	515-327-1000	scdespotovich@iabar.org	M	C	No
Thadeus	Franklin	Healthcare Management Cons	Assessment Solutions, LLC	515-468-0994	twfjr@q.com	M	B/Non-Hisp	No
Kelsey	Griglione	Partner Marketing Manager	Workvia	507-995-7247	klmeyer06@gmail.com	F	C	No
Julie	Heuton	Director of HR	Two Rivers Marketing	515-557-2050	julieh@2rm.com	F	C	No
Tamara	Kenworthy	President/Founder	On Point Strategies	515-314-6568	tamara@on-pointstrategies.com	F	C	No
Michael	Kremer	Vice President Marketing	American Concrete Pipe Assoc.	847-644-3612	kremer.michael.b@gmail.com	M	C	No
Carlos	Navarro	Director of Marketing	Principal Financial Group	515-878-9568	navarro.carlos@principal.com	M	Hispanic	No
Jerry	Nystrom	Director of Marketing	DBA Farner Bocken	712-792-7441	jerry.nystrom@farner-bocken.com	M	C	No
Allen	Patch	Manager	IDEX Corporation	847-498-7070	allenpatch@gmail.com	M	C	No
Pat	Pithan	Director, Sales	MMIT Business Solutions	515-251-1501	ppithan@mmitiowa.com	M	C	N
Rachelle	Setsodi	Transfer Advisor-Business Learning and Performance	Drake University	515-271-4001	rachelle.setsodi@drake.edu	F	C	No
Erin	Snitkey	Manager	Nationwide	515-537-4538	e.snitkey@nationwide.com	F	C	No
Kimberly	Tiefenthaler	Executive Director	Carroll Area Dev Corp & Chamber of Commerce	712-7924383	kimberly.t@carrolliowa.com	F	C	

Chrysler Automotive Program (CAP)

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Tim	Bogardus	Service Manager	Deery of Ames	515-556-0275	tim.bogardus@deeryames.com	M	C	
James	Crooks	Fixed Operations Director	DeYarman Automotive	515-962-8141	jcrooks@deyarman.com	M	C	
Eric	Faulman	Midwest Relationship Manager	FCA	248-466-2220	eric.faulman@external.stellantis.com	M		
Andrew	Ferin	Shop Foreman	Dewey Dodge	515-556-4372	aferin@deweydodgejeep.com	M		
Jose	Garcia	S&P Area Manager	Chrysler	303-746-8439	jg1522@stellantis.com	M		
Terry	Gholson	Fixed Operations Manager	DeYarman Automotive	515-443-5672	tgholson@deyarman.com	M	C	
Frank	Hansman	Service Manager	Stew Hansen's Chrysler	515-961-8105	frankh@stewhansens.com	M	C	
Richard (Trey)	Harris	Service Technician	Willis Auto Campus	641-792-1102	treyharris777@gmail.com	M	C	
Rob	Hoffman		Dodge Garage (Prairie City)	515-994-9308	mrhoffmann@hotmail.com	M	C	
Gary	Love	Service Manager	Dewey Dodge Chrysler Jeep	515-289-8700	glove@deweydodgejeep.com	M		
Dylan	Melroy	Service Technician	Dewey Dodge	515-795-7285	melroydj11@gmail.com	M	C	
Chuck	Moore	Master Technician	Dewey Dodge	515-289-8700	cmoore@deweydodgejeep.com	M	C	
Matthew	Moralez	Service Manager	Dewey Dodge	515-994-2424	mpaco68@gmail.com	M	C	No
Chris	Morgantini	Technical Advisor	Mopar Parts & Service	248-421-1168	chris.morgantini@stellantis.com	M	C	
Tyler	Pfaffe		Stew Hansen's	217-779-3128	pfaffetyler@yahoo.com	M	C	
John	Russell		DMACC Faculty/Staff	515-964-6891	jdussell@dmacc.edu	M	C	
Rob	Toney	Service Manager	Dale Howard Auto Center	641-460-5459	rob.toney@dalehoward.com	M	C	

Civil Engineering Technology

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Greg	Chlebicki	Adjunct	DMACC	515-433-5233	gchlebicki@dmacc.edu	M	C	No
Jeremy	Cswercko	Design Engineer	McClure	515-964-1229	jcswercko@mcclurevision.com	M	C	No
Eva	Green	Resource Center Manager	Foth Infrastructure	515-251-2590	eva.green@foth.com	F	C	No
Steve	Hausner	President	French-Reneker Associates Inc.	641-472-5145	steveh@french-reneker.com	M	C	No
Kerry	Newbanks	Software Manager	Bentley Solutions	515-231-2316	kerry.newbanks@bentley.com	M	C	No
Mike	Lincoln	Engineer	Foth Infrastructure	515-251-2590	Michael.Lincoln@foth.com	M	C	No
Eric	Miller	Surveyor	Snyder & Associates	515-964-2020	ericmiller@snyder-associates.com	M	C	No
Greg	Parker	Engineer	Johnson County Engineering Office	319-356-6046	gparker@co.johnson.ia.us	M	C	No
Kevin	Patel	Design Engineer	Iowa Department of Transportation	515-239-1914	kevin.patel@iowadot.us	M	Other	No
Brian	Squier	TTCP Technical Training Specialist	Iowa Department of Transportation	515-233-7915	brian.squier@iowadot.us	M	C	No
Annette	Thompson	Engineering Technician	City of Ames	515-239-5168	annette.thompson@cityofames.org	F	C	No
Renee	White	Group Leader/Faculty	DMACC	515-433-5056	crwhite@dmacc.edu	F	C	No

Computer Aided Design Technology

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Steve	Blanchard	Sales Engineer	DPT Mechanical	515-208-0040	sblanchard@dptmechanical.com	M	C	No
Kyle	Greenwood	Field Operations Manager	Todd & Sargent	515-577-2040	kgreenwood@tsargen.com	M	C	
Keith	Simmons	Engineering Manager	Altec Osceola Body Plant	620-432-3660	keith.simmons@altec.com	M	C	
Ross	Whittlesey	Mechanical Draftsman	Inst-Pro International	515-254-1283	rewhittlesey@gmail.com	M	C	
Justin	Wilwerding	Senior Designer	Titan Tire Corporation	402-709-6011	boba_fett_001@hotmail.com	M	C	
Eric	Bierwagen	Design Engineer	Lane Trailer Mfg. Co.	515-291-4122	elbierwagen@gmail.com	M	C	Yes

Computer Science

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Adam	Case	Associate Professor	Drake University	515-271-4161	adam.case@drake.edu	M	C	No
Nick	Groesch	Lead Instructor	TalentSprint TechWise	469-618-7220	nicholas.g@talentsprint.com	M	C	No
Ryan	Heard	IT Analyst Sr	Principal	515-201-7473	heard.ryan@principal.com			
Bryce	Hemme	Head of Engineering (Software Engineering)	Corteva	515-776-2408	bryce.hemme@corteva.com	M	C	No
Roberta	Kelting	VP, Enterprise Architecture	SHAZAM / ITS Inc	515-418-7386	rkelting@shazam.net	F	C	
Todd	Little	Associate Professor, Department of Computer Science	Simpson College	515-961-1524	todd.little@simpson.edu	M	C	
Sean	Mooney	Software Engineer	Source Allies	515-520-8501	smooney@sourceallies.com	M		
Nathan	Nissen	Instructor, Computer Science	Grand View University		nnissen@grandview.edu	M		No
Scott	Palmer	Technology & Innovation Leader	Waukee Community School District	605-595-5388	palmsco@gmail.com	M	C	No
Kim	Riley	System Architect	Federal Home Loan Bank of Des Moines	515-778-1969	kariley01@gmail.com	F	C	
Adisak	Sukul	Associate Teaching Professor	Iowa State University	515-708-7929	adisak@iastate.edu			
Kurt	Zimmerman	Director-Engineering	Principal	515-669-6177	zimmerman.kurt@principal.com		C	

Criminal Justice

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Brady	Carney	Director	Iowa Law Enforcement Academy	515-331-5766	brady.carney@iowa.gov	M	C	
Drew	Conklin	Student	DMACC Criminal Justice Program	515-981-8666	dmconklin@dmacc.edu	M	C	
Jon	Davis	Director of Security	Ankeny Community School District	515-242-7614	jon.davis@ankenyschools.org	M	C	
Brody	Denny	Student	DMACC Criminal Justice Program	515-414-0819	bdenny@dmacc.edu	M	C	
Michelle	Dix	Asst. Deputy Director	Iowa Department of Corrections	515-725-5730	michelle.dix@iowa.gov	F	C	
Paul	Fitzgerald	Sheriff	Story County Sheriff's Office	515-382-7456	pfitzgerald@storycountyia.gov	M	C	
Natalie	Garcia	Student	DMACC Criminal Justice Program	515-689-6801	ngarcia@dmacc.edu	F	H	
Jason	Griess	Deputy Criminal Chief	U.S. Department of Justice, US Attorney's Office, SD/Iowa	515-473-9300	jason.griess2@usdoj.gov	M		
Jennifer	Guild	Assistant Director	Iowa Department of Corrections	515-725-5701	jennifer.guild@iowa.gov	F	C	
Paul	Hermesen	Director, DCI Lab	Iowa Department of Public Safety	515-725-1500	hermesen@dps.state.ia.us	M	C	
Adam	Infante	Sheriff	Dallas County	515-993-4771	adam.infante@dallascountyia.gov	M	C	
Brenna	Jacobsen	Student	DMACC Criminal Justice Program	641-856-9298	bjjacobsen@dmacc.edu	F	C	
Robert	Johnson	Captain	Iowa DOT Motor Vehicle Enforcement	515-250-5973	robert.johnson@iowadot.us		B/Non-Hisp	
Dennis	Klein	State Medical Examiner	Iowa State Medical Examiner's Office	515-725-1400	dennis.klein@idph.iowa.gov	M	C	
Sally	Kreamer	Deputy Director	Iowa Department of Corrections	515-339-3886	sally.kreamer@iowa.gov	F	C	
Dennis	McDaniel	Chief	Johnston Police Department	515-278-2345	dmcdaniel@cityofjohnston.com	M	C	
Jeanie	McCarville Kerber	Executive Academic Dean	DMACC	515-964-6394	jamccarville1@dmacc.edu	F	C	
A.J.	Mumm	Director	Polk County Emergency Management Agency	515-286-2107	aj.mumm@polkcountyia.gov	M	C	
Darius	Potts	Chief	Ankeny Police Department	515-289-5240	dpotts@ankenyia.gov	M	B/Non-Hisp	
Mark	Sandon	Asst. County Attorney	Polk County Attorney's Office	515-286-2165	mark.sandon@polkcountyia.gov	M		
Kevin	Schneider	Sheriff	Polk County	515-286-3333	kevin.schneider@polkcountyia.gov	M	C	
Chris	Scott	Chief	West Des Moines Police Department	515-222-3300	chris.scott@wdm.iowa.gov	M	C	
Greg	Stallman	Chief	Altoona Police Department	515-967-5132	gstallman@altoonapd.com	M	C	
Michael	Venema	Chief	Clive Police Department	515-278-1312	mvenema@cityofclive.com	M	C	
Daniel	Voogt	Bureau Chief	Polk County Attorney's Office	515-286-3684	dan.voogt@polkcountyia.gov	M	C	
Brittany	Worrall	Deputy	Polk County Sheriff's Office	515-803-0310	brittany.worrall@polkcountyia.gov	F	C	

Culinary

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Kimberly	Adams	Teacher (retired)	Ankeny High School	515-965-9630	mkkmadams66@yahoo.com	F		
Lisa	Andersen	Teacher	Ankeny Centennial High School	515-451-9051	lisa.andersen@ankenyschools.org	F		
Jon	Benedict	Director of Research & Development Executive Chef	Purfoods, LLC	515-321-2979	jon.benedict@purfoods.com	M		
Jordan	Foster	Sous Chef	Hyperion Field Club	515-344-9641	fosterjordan30@yahoo.com	M		
April	Hansman	Food Service Manager	ChildServe	515-478-4084	aprilbuttler@hotmail.com	F		
Derek	Hickey	District General Manager	Oak View Group Hospitality (Iowa Events Center)	515-314-1650	derek.hickey@oakviewgroup.com	M		
Gretta	Irwin	Executive Director & Home Economist	Iowa Turkey Federation	515-232-7492	gretta@iowaturkey.org	F		
Trish	Kellow	President	Elev8Talent Group	515-988-3945	trish@elev8talentgroup.com	F		
Scott	Math	Brand Leader	Heart of America Group	515-371-6464	smath@hoari.com	M		
Taylor	Naughton	Graduate / Student	Iowa Culinary Institute / DMACC	641-328-0120	trnaughton@dmacc.edu	F		
Bill	Ohnemus	Retail Manager (Retired)	Drake University	515-271-2262	willyoh2@hotmail.com	M		
Mario	Portillo	Manager	Hyperion Field Club	515-419-0705	portillomj2000@gmail.com	M		
Steven	Probst	Senior Vice President, Shareholder	Holmes Murphy & Associates	515-669-8355	sprobst@holmesmurphy.com	M		
Haley	Scarpino	Owner/Operator	Valentine Kitchen	515-537-7716	haleyscarpino@gmail.com	F		
May	Schaben	Executive Director	Iowa Restaurant Assoc.	515-419-1863	mschaben@restaurantiowa.com	F		
Kelsey	Sutter	Marketing/Program Director	Iowa Pork Producers Assoc.	515-225-7675	ksutter@iowapork.org	F		
Sandra	Taylor	Wine Educator	DMACC	515-964-5775	sataylor3@dmacc.edu	F		

Cybersecurity

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Deanna	Bennigsdorf	GRC and Security Engineer	Krause Group		deanna.bennigsdorf@krausegroup.com	F	C	No
James	Bierly	Owner	Secure Point Solutions	515-344-3008	james@secureps.net	M	C	No
Steve	Healey	Chief Technology Officer	Pratum	815-751-6940	stevenahealey@gmail.com	M	C	No
Dan	Kainz	SIU Analyst	EMC Insurance	515-345-7532	dan.f.kainz@emcins.com	M	C	No
Kara	Logan	IT Manager - Security Operations and Engineering	EMC Insurance	515-975-6831	tagaleo@mchsi.com	F	C	No
Arden	Meyer			515-964-6473	armeyer4@dmacc.edu	M	C	Yes
Stacy	Monroe	Asst. Director Engineering Cyber Defense Operations	Principal Financial Group	515-235-9688	monroe.stacy@principal.com	F	C	No
Matthew	White	Resident Engineer	Palo Alto	515-771-3535	matwhite@paloaltonetworks.com	M	C	No
Ryan	Wood	Director of IT Security & Systems Engineering	Krause Group	515-457-6051	ryan.wood@krausegroup.com	M	C	No
Jen	York	Security Engineer	DHI Group	515-380-0729	jen.york@dhigroupinc.com	F	C	Yes

Dental Assisting

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Sarah	Bouma	Faculty DA Academic Program Chair	DMACC	515-964-6312	sebouma@dmacc.edu	F	C	No
Tina	Dill	Dental Hygienist DA Adjunct	Grove and Platt Dental Associates	515-986-4001	whitver.christina@yahoo.com	F	C	No
Aubrey	Frette	General Dentist	West Lakes Family Dentistry/Carlisle Family Dentistry	515-606-000	aubreyfrette@gmail.com	F	C	
Tricia	Fry	Dental Assistant	Urbandale Family Dentistry		triciamarie1983@yahoo.com			
Chavelle	Galton-Rice	Field Support Mgr. Dental Assistant	D4C Dental Brands	515-822-3067	chavelle.rice@gmail.com	F	O	No
Robert	McNurlen	Dentist	Robert K McNurlen DDS	515-223-4194	75midwest@gmail.com	M		No
Nikki	Niday	Dental Assistant	Parkway Periodontal Group	515-669-3225	nikkiniday77@gmail.com			
Marcia	Nithang	Dental Assisting Faculty	DMACC	515-333-8892	mdnithang@dmac.edu	F	C	
Jared	Sass	Dentist	West Lakes Family Dentistry/Carlisle Family Dentistry	515-225-2424	sassddsplc@gmail.com	M	C	No
Blair	Smith	Orthodontist	Bernhardt and Smith Orthodontics PC	515-987-9130	drs@bernhardtdandsmith.com	M	C	No
Barry	Svec	Dentist	Dr. Barry R. Svec, DDS	515-225-2452	brsvecdds@gmail.com	M	C	No
Holly	Kirkpatrick	Dental Assistant	Downtown Dental Care	515-314-3208	hthompson78@hotmail.com	F	C	No
Megan	Solberg	Dental Assistant	Prairieview Family Dental	515-918-3336	msolberg2@dmacc.edu	F	C	No
Johanna	Land	Dental Programs Coordinator Executive Academic Dean	DMACC	515-964-6309	jlland@dmacc.edu	F	C	No
Jeanie	McCarville-Kerber	Health Sciences & Fitness Associate Dean Health Science & Fitness	DMACC	515-783-2779	jamccarville1@dmacc.edu	F	C	No
Dustyn	Dickhaut	Science & Fitness	DMACC	515-965-7051	ddickhaut@dmacc.edu	M	C	No

Dental Hygiene

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Sarah	Bouma	DMACC DA Faculty	DMACC	515-720-1622	sebouma@dmacc.edu	F	C	No
Marilyn	Corwin	Retired/Consumer	Retired	515-224-2323	corwin.marilyn@gmail.com	F	C	
Abelardo	Escoto	Dental Hygienist	VA		Abelardo.Escoto@va.gov			
Richard	Hall	Dentist	Richard Hall DDS	515-253-9655	rhhalldds@questoffice.net	M		No
Melissa	Hoffman	Academic Program Chair	DMACC	515-964-6344	mjhoffman6@dmacc.edu	F	C	No
Jackie	Kollasch	Dental Hygiene/ DH Faculty	DMACC	515-964-6582	jskollasch@dmacc.edu	F	C	No
Johanna	Land	Dental Programs Coordinator	DMACC	515-964-6309	jlland@dmacc.edu	F	C	No
Andrew	Majeran	Dentist	Clair Family Dental	814-404-6704	ajmajeran_10@hotmail.com	M	C	No
Joyce	Miller	Dental hygienist	Retired	515-986-3712	joyhce602@mchsi.com	F	C	No
Blanche	Riordan	Dental Hygienist	Retired	515-226-8937	blanche.riordan@icloud.com	F	C	No
Ron	Stone	Consumer member	Consumer member	515-979-2780	quickmk8@gmail.com	M	C	No
Nicole	Turpin	Dental Hygienist/DH Adjunct	Primary Health Care	515-554-1610	nturpin08@gmail.com	F	C	No
Dan	Venker	Correctional Dentist	Newton Correctional Facility	515-285-9148	dsmjaws@aol.com	M	C	
Amanda	Vonnahme	Dentist/Adjunct	Anderson Dental Group	319-325-2284	corcoranamanda@hotmail.com	F	C	Yes
Erica	Williams	Dental Hygienist	Briarwood Dental	515-556-9115	efawn01@msn.com	F	C	
Jeanie	McCarville-Kerber	Executive Academic Dean	DMACC	515964-6394		F	C	Jeanie
Dustyn	Dickhaut	Health Science & Fitness Associate Dean Health Science & Fitness	DMACC	515-965-7051	jamcarville@dmacc.edu	M	C	Dustyn
Kari	Bemisdarfer	DH Faculty	DMACC	515-964-6673	ddickhaut@dmacc.edu	F	C	Kari

Diesel Technology

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Matt	Bono	Manager of field Service Operations	CNH Industrial (Case IH)	262-221-4588	matt.bono@caseih.com	M	C	
David	Burrows	Service Manager	TMC Transportation	515-974-3554	david.burrows@tmc.com	M	C	
Zac	Clark	Ops Manager	Truck Center Companies	641-777-1431	zclark@tcctrucks.com	M	C	
Scott	Jones	Service Manager	Cummins Central Power	515-262-9591	scott.e.jones@cummins.com	M	C	
Ben	Koehler	Service Manager	MHC Kenworth	515-261-6315	ben.koehler@mhc.com	M	C	
Patricia	Marx	Maintenance Manager	Ruan Transportation Management Systems	319-429-4086	pmarx@ruan.com			
Tyler	Olson	Director of Operations	Housby Mack	515-299-6283	tolson@housby.com	M		
Andy	Prochnow		Bobcat Company	515-250-1449	andy.prochnow@doosan.com	M		
David	Schaer	General Manager- Fixed Operations	O'Halloran International	515-967-1145	dschaer@ohallorans.com	M	C	
Doug	Schmidt	Service Manager	Peterbilt of Des Moines	515-967-0355	dschmidt@pbtruck.com	M	C	
Mark	Stoneking	Regional Technical Instructor and Recruiter	Ziegler CAT	515-957-3800	mark.stoneking@zieglercat.com			
Tyler	Theune	General Manager	Vander Haag's Inc.	515-309-1169	tyler.theune@vanderhaags.com	M	C	
Ben	Wiedenhoef	Service Manager	Titan Machinery	515-974-5100	ben.wiedenhoef@titanmachinery.com	M	C	No

Early Childhood Education

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Crystal	Abbe	Family Engagement Facilitator	Des Moines Public Schools	515-242-8213	crystal.abbe@dmschools.org			
Tricia	Berry	Associate Dean and Director	Purdue University Global	515-490-2621	tberry@purdueglobal.edu	F	C	No
Katherine	Champlin	Professor	DMACC	515-964-6584	kachamplin@dmacc.edu			
Julie	Clark	Professor	DMACC	515-965-7101	jbclark4@dmacc.edu	F	C	
Sandy	Darveau	Home Interventionist	Heartland Area Education Agency	515-270-9030	sdarveau@heartlandaea.org			
Monica	Garner	Iowa Head Start State Collaboration Director	Iowa Department of Education	515-336-3281	monica.garner@iowa.gov			
Jodi	Grover	Coordinator	Upper Iowa University	515-225-1800	groverj@uiui.edu			
Delora	Hade	Professor Emeritus	DMACC	515-290-5819	djhade@dmacc.edu			
Donna	Kennebeck	Director	Unity Point Child Development Center	515-240-8827	donna.kennebeck@unitypoint.org	F		
Cassidy	LeCroy	Director	Easterseals Iowa	515-309-2376	cjlecroy@eastersealsia.org		C	
Pam	Mahoney	TEACH Counseling Specialist	Iowa Assoc. for the Education of Young Children	515-331-8000	pmahoney@iowaayec.org			
Casey	Manser	Executive Director	Iowa SIDS Foundation	515-965-7655	casey@iowakids.org			
Courtney	Mottet	Teacher	West Des Moines Community Schools	515-633-4000	mottetc@wdmcs.org			
Jolene	Rosonke	Professor	DMACC	515-964-6502	jmosonke@dmacc.edu	F		
Sherri	Sciarrotta	Coordinator, CDC	DMACC	515-964-6588	slsciarrotta@dmacc.edu	F		
Celia	Shedd	Asst. Teaching Professor	Iowa State University	515-294-8877	cpshedd@iastate.edu			
Younghee	Steenhoek	Teacher	Des Moines Public Schools	515-242-7846	younghee.steenhoek@dmschools.org			
Leslie	Stonehocker	4-H Data Manager	ISU Extension and Outreach	515-294-9875	ljstone@iastate.edu			
Grace	Weatherwax	Teacher	The Treehouse Growing & Learning	515-577-1215	graceweatherwax@hotmail.com	F	C	

Electrical Trades

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Todd	Archibald	Global Infrastructure & IT Security Manager	Bayer USDA Crop Science	515-249-1479	todd.archibald@bayer.com	M		
		Building Official Community Development/ Building			jmeld@newtongov.org	M		
Mel	Duncan	Inspector	City Of Newton	641-792-6622				
Joshua	Earls	Sr. Project Manager	Baker Group	515-975-1330	earlsj@thebakergroup.com	M		
Jennifer	Foster	Executive Academic Dean, METT	DMACC	515-964-6692	jlfoster1@dmacc.edu	F		
Kirt	Hansen	Principal Controls Engineer	Mom's Meals	515-473-4142	kirt.hansen@momsmeals.com	M		
Josh	Hetzler	Vice President of Pre-Construction	Van Maanen Electric	641-787-4056	jhetzler@vanmaanenelectric.com	M		
Charlier	Miller	Windsor Heights Construction Sales	Electrical Engineering & Equipment Company	515-971-0047	charlie.miller@3e-co.com	M		
Jack	Suttek	Supervisor Maintenance & Grounds	Newton Community Schools	641-417-3672	suttekj@newton.k12.ia.us	M		
Nate	Van Maanen	President	Van Maanen Electric	641-791-9473	nate@vanmaanenelectric.com	M		

Electric Utility Technology

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Anthony	Clarkin	Electrical Subject Matter Expert	META Platforms, Inc	515-729-6048	Clarkinam@gmail.com	M	C	No
Keith	Jones	Manager of IPL Technical Training	Alliant Energy	641-780-6979	keithjones@alliantenergy.com	M	C	No
Mark	Kirk	Wind Energy Mgr/Process Consumable Mkts	Composites One	847-922-1681	mark.kirk@compositesone.com	M	C	No
Jared	Masker	Director of Electric services	Iowa Association of Municipal Utilities	712-249-8601	jmasker@iamu.org	M	C	No
Scott	Meinecke	Director of Safety and Loss Control	Iowa Association of Electric Cooperatives	712-348-2511	smeinecke@iowarec.org	M	C	No
Stephen	Simmons	Director, Trades and Crafts	MidAmerican Energy Company	515-242-3442	Stephen.Simmons@midamerican.com	M	C	No
Stuart	Twist	Program Manager, electric Training	MidAmerican Energy Co.	515-242-4341	stuart.Twist@midamerican.com	M	C	No
Timothy	Vassios	Instructor	Missouri Valley Line Constructors Apprenticeship & Training Program	515-829-0458	tvassios@movalleyjtc.org	M	C	No
Jim	Wolfe	Safety Instructor	Iowa Association of Electric Cooperatives	641-330-0150	jwolfe@iowarec.org	M	C	No

Electronics Engineering Tech

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Kelli	Bisson	Recruiter	Interstates	402-948-9078	kelli.bisson@interstates.com	F	C	
Michael	Cobb	Service Manager	Infomax Office Systems	515-237-2398	mcobb@infomaxoffice.com	M	C	
Shasta	Flynn		Collins Aerospace		shasta.flynn@collins.com	F	C	
Steve	Guyer	Energy and Climate Specialist	GWA / Iowa Environmental Council	515-244-1194 x 213	Sguyer@gwaintl.com	M	C	No
Jim	Hale	Operations Manager	ESCO Automation	515-782-7052	jim.hale9999@gmail.com	M	C	No
Joe	Kelly		Garmin International	816-509-2596	Joseph.kelly@garmin.com	M	C	
David	Koenig	Technical Supervisor	Garmin International	913-440-2642	david.koenig@garmin.com	M	C	
Alejandro	Ortiz	Regional Maintenance Manager	JLL / Amazon Account	480-268-3871	rtizale@amazon.com	M	Hispanic	
Eddie	Post		Collins Aerospace	319-295-0240	eddie.post@collins.com	M	C	
Chad	Riddle	Operations Manager	Continental Alarm & Detection	402-214-0802	chad.riddle@continental-alarm.com	M	C	
Mitchell	Rogers	Biomedical Equipment Technician II	UnityPoint Health	515-573-0897	mbrogers@alumni.iastate.edu	M	C	
Matthew	Thompson	Engineering Manager	Collins Aerospace	319-215-9591	matthew.thompson2@collins.com	M	C	
Brandon	Umscheid		Baker Group	515-336-4351	Umscheidb@thebakergroup.com	M	C	
Scott	Volpe	Engineering Manager, R&D	Musco Sports Lighting, LLC	641-670-1358	scott.volpe@musco.com	M	C	
Brad	Vorrie		Ramco Innovations	515-480-7658	Bvorrie@ramcoi.com	M	W	

English Language Learner

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Kate	Chandler Ernst	Academic Advisor	DMACC	515-248-7255	kachandlerernst@dmacc.edu			
Patricia	Grote	Executive Director	Iowa International Center	515-282-8269 x 13	pgrote@iowainternationalcenter.org	F	C	No
Caryn	Kelly		Lutheran Services in Iowa	515-204-1873	caryn.kelly@lsiowa.org			
Elyse	Pate		Iowa International Center	515-282-8269	epate@iowainternationalcenter.org			
Amber	Ramirez	Director	United Way of Central Iowa	515-868-7721	amber@centraliowaworks.org			
Dawn	Voelker	International Language Program	Iowa International Center	515-282-8269 x 16	dvoelker@iowainternationalcenter.org	F	C	No
John	Windheuser	ELL Consultant	DMACC	515-697-7764	jbwindheuser@dmacc.edu	M		
Gail	Zehr	District Coordinator	DMACC	515-965-7094	gmzehr@dmacc.edu			

Fashion

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Belange	Matunda	Owner & Designer	Belange Handmade LLC	929-385-9330	info@shopbhm.com	F	B/Non-Hisp	
Meg	Lastovica	Owner/Design Consultant Photo director/ Studio	MCL Designs, LLC	515-231-1735	megllastovica@gmail.com	Female	White, not of Hispanic origin	No
Madison	Evison	Coordinator	Mittera Creative Corporation	515-313-5286	madievison@gmail.com	Female	White, not of Hispanic origin	No
Nekia	Whitfield	Owner & Designer	Nik Star Boutique	515-988-2860	nikstarboutique@gmail.com	F	B/Non-Hisp	
Ashley	Mueller	Student/Seamstress Events and Comms Services	NA	515-708-2447	ashmueller06@gmail.com	Female	White, not of Hispanic origin	No
Danielle (Dee)	Kranovich	Specialist	Dee Kranovich	515-418-2334	Dkranovich@gmail.com	Female	White, not of Hispanic origin	No
Mayim	Finkelstein	Visual Merchandiser	Fontenelle Supply Co Budu\Bu Art Collective Kranto Education Alliance Kranto	515-321-5137	mayimyael@gmail.com	Female	White, not of Hispanic origin	No
Claire	Kranto	Business Owner / Educator	Professional Media Solutions	515-360-7840	claire@wixahkin.com	Female	White, not of Hispanic origin	No
Gretchen	Bohling	Owner & Designer	Gretchen Bohling Designs	712-830-9461	letstalk@gretchenbohling.com	Female	White, not of Hispanic origin	No
Courtney	Conlin	Stylist/Owner	Courtney Conlin	515-418-2800	styleconsult@courtneyconlin.com	Female	White, not of Hispanic origin	No
Holland	Grumieaux	CEO	Banson NYC					

Fire Science

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Mike	Cardwell	Chief	Urbandale FD	515-278-3970	mcardwell@urbandale.org	M	C	
Keaton	Duckett	Firefighter	Altoona FD/DMACC Student/PM Student		duckettkeaton11@gmail.com	M	C	
Jess	Dunn	Bureau Chief	Fire Services Training Bureau	515-727-3426	dunn@dps.state.iowa.us	M	C	
Clay	Garcia	Chief	Clive FD	515-223-1595	cgarcia@cityofclive.com	M	C	
Gavin	Hills	Firefighter	Fort Dodge FD/DMACC FT Student		ghills2@dmacc.edu	M	C	
Karla	Hogrefe	Chief	Polk City Fire Department	515-984-6304	karla.hogrefe@polkcityfd.com	Female	C	
John	Kraemer	Fire Marshall	Altoona FD	515-967-2216	jkraemer@altoona-iowa.com	M	C	
Jeanie	McCarville-Kerber	Executive Academic Dean	DMACC	515-964-6394	jamccarville1@dmacc.edu	Female	C	
Jonathan	Lund	Fire Marshall	City of DSM	515-283-4240	jklund@dmgov.org	M	C	
Jenn	Porter	Chief	Norwalk Fire Department	515-981-4316	jporter@norwalk.iowa.gov	Female	C	
Lance	Routson	Assistant Chief	Altoona FD	515-967-2216	lroutson@altoona-iowa.com	M	C	
Dan	Schellhase	Assistant Chief	Ankeny FD	515-965-6473	dschellhase@ankenyiowa.gov	M	C	
Tomme	Tysdal	Assistant Chief	Waukee FD	515-978-7998	ttysdal@waukee.org	M	C	
Mike	Whitsall	Fire Marshall	WDSM FD	515-222-3437	mike.whitsell@wdm.iowa.gov	M	C	
Mike	Wood	Fire Marshall	State of Iowa	515-725-6145	wood@dps.state.ia.us	M	C	
Jamie	Xayavong	Chief	Pleasant Hill FD	515-262-9360	jxayavong@pleasanthillia.org	F	C	

**Fitness & Exercise Management,
Exercise Science & Kinesiology**

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Rick	Davis	Adjunct	DMACC	515-230-4361	rcdavis@dmacc.edu	M	C	No
Todd	Dorr	Director of Programming & Training	Farrell's Extreme Body Shaping	1-800-670-0263	toddorr@fxcorp.com	M	C	No
Raquel	Zuniga	Academic Advisor	DMACC	515-965-7359	rzuniga4@dmacc.edu	F	H	No
Jocelyn	Kovarik	Advisor/ Women's Basketball Coach	DMACC	515-433-5209	jrkovarik@dmacc.edu	F	C	No
B.J.	McGinn	Athletic Director	DMACC	515-433-5050	bjmcginn@dmacc.edu	M	C	No
Jeanie	McCarville-Kerber	Executive Academic Dean	DMACC	515-964-6394		F	C	No
Nate	Newman	HSF Pathway Program Director & Professor	Drake	515-271-2610	jamccarville1@dmacc.edu nathan.newman@drake.edu	M	C	No
Dustyn	Dickhaut	Associate Dean, HSF Pathway	DMACC	515-964-7051	ddickhaut@dmacc.edu	M	C	No
Jennifer	Spry-Knutson	Chair, Fitness & Sports Management	DMACC	515-290-5515	jspry-knutson@dmacc.edu	F	C	No
Michelle	Rembert	Adjunct	DMACC	515-419-8523	mlrembert@dmacc.edu	F	C	No
Lisa	Phillips	Advisor	ISU	515-294-2029	lisap1@iastate.edu	F	C	No

Ford ASSET

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
John	Bentley	Service Manager	Dewey Ford	515-491-5707	jbentley@deweyford.com	M	B/Non-Hisp	No
Peter	Burke	Service Technician/Student	Ames Ford-Lincoln	515-212-1337	acts12v16@gmail.com	M	C	No
Jeffrey	Bush		Dewey Ford	515-967-4455	jbandab804@msn.com	M	C	No
James	Crooks	Fixed Operations Director	DeYarman Automotive	515-962-8141	jcrooks@deyarmann.com	M	C	No
Pat	Habermann	Retired Instructor	DMACC	515-291-1680	haberman@huxcomm.net	M	C	No
Max	Hannusch	Service Manager	Karl Ford of Story City	515-733-8794	m.hannusch@karlsc.com	M	C	No
Denise	Harries	Technical Placement Specialist	Ford Motor Company	559-920-0857	dharrie1@ford.com	F	C	No
Jordan	Lauer	Field Service Engineer	Ford Motor Company	308-529-1585	jlauer18@ford.com	M	C	No
Keith	Ling	Field Service Engineer	Ford Motor Company	515-490-3516	kling10@ford.com	M	C	No
Albert	Pieper	Retired Instructor	DMACC	515-423-0675	aepieper@dmacc.edu	M	C	No

Graphic Design

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Kasey	Baker-VerMulm	Designer	Strategic America	515-453-2000	kvermulm@strategicamerica.com	F	C	No
Alex	Braidwood	Graphic Designer	Listening Instruments	313-595-3155	a@listeninginstruments.com	M	C	
Adam	Clark	Director Creative Services & Brand	Athene	515-342-6257	aclarke@athene.com	M	C	No
Bridget	Drendel	Chief Creative Officer	P7	515-494-0105	pantone298@gmail.com	F	C	No
Katherine	Hutchison	Chief Executive Officer	P7	563-590-7525	kat@p7design.com	F	C	No
Miriam	Martincic	Asst. Teaching Professor	Iowa State University	217-778-0225	miriamm@iastate.edu	F	C	No
Katie	Ryan	Senior Graphic Designer	Athene	515-342-3971	katie.ryan@athene.com	F	C	No
Sophie	Babcock	Freelance Designer	Odyssey2Nirvana	641-521-7554	odyssey2nirvana@outlook.com	F	A	No

Heating, AC, Refrigeration

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Steven	Crocker	Service Operations Mgr	Halvorson Trane Co	515-309-4518	slcrocker@trane.com	M	C	
Jon	Edelen		Lozier Heating & Cooling	515-267-1000	jon@lozierheatingcooling.com	M	C	
Joe	Hannam	Profect Manager	Excel Mechanical	515-208-4348	jhannam@excelmechanical.net	M	C	
Dave	Hansman	Program Chair	DMACC	515-964-6426	dahansman1@dmacc.edu	M	C	
Gary	McCormick	Outside Sales TM	Johnstone Supply	515-802-2306	gary@johnstonecg.com	M	C	
Don	Ochs		Central Plains Distributing	515-331-3743	dochs@comfortproducts.com	M	C	
Riley	Paulus	Sales Department	CFM Distributors	641-494-7500	r.paulus@cfmkkc.com	M	C	
Matthew	Peterson	Adj. Instr./Journeyman	DMACC	515-460-1779	mjpetersen6@dmacc.edu	M	C	
Kevin	Schneider	Store Manager	Lennox Industries	515-314-2412	kevin.schneider@lennoxind.com	M	C	No
Jamie	Simpson	Service Manager	Schaal Heating & Cooling	515-288-3631	jamies@callschaal.com	M	C	
Eric	Steinick	Service Manager / Sales Manager	Kohles & Bach Inc	515-278-2900	eric@kohlesbach.com	M	C	No

Honda PACT

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Jeff	Calkin	Retired ASEP Instructor	Des Moines Area Community College	515-250-9753	jcalkin13@hotmail.com	M	C	No
Cole	Fennessey	Service Manager	Smart Honda	515-313-3150	cfennessey@smarthondadesmoines.com	M	C	
Mel	Gawley	Service Manager	Honda of Ames	515-233-3316	mgawley@lithia.com		C	
Bryan	Gregory	Field Technical Specialist	American Honda Motor Company	224-254-5185	bryan_gregory@na.honda.com	M	C	
Mike	Haynes	Parts and Service Director	Smart Honda	515-253-3070	mhaynes@smarthondadesmoines.com	M	C	
Chuck	Lee	Parts and Service Director	Honda of Altoona	515-895-1551	cleee@hondaaltoona.com	M	C	No
Deron	Lundgren	Asst. Zone Manager, Parts and Service	American Honda	614-395-3779	deron_lundgren@na.honda.com	M	C	
Lance	Miller	Service Manager	Richardson Motors	563-582-5411	lmiller@richardsonmotors.com	M	C	
David	Morrilly	Service Manager	Billion Honda	319-400-0806	david.morrilly@billionauto.com	M		
Jamie	Powers	Fixed Operations Director IA	Gurley Leep Automotive Management Group	513-237-8788	jpowers@lujack.com	M	C	
Austin	Reeves	Service Manager	Billion Automotive	319-499-4661	austin.reeves@billionauto.com	M		
Stephen	Rhodes	Service Manager	Lujack Honda	563-445-4746	srhodes@lujack.com	M	C	
Sam	Simpson	District Parts and Service Manager	American Honda Motor Company	310-892-0939	samuel_simpson@na.honda.com	M		
Bryan	Thiel	Fixed Operations Manager, Acura	Acura of Johnston	515-727-7006	bryanthiel@lithia.com	M		

Horticulture

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Ryan	Bates	Plant Buyer	Ted Lare Design Build & Garden Center	515-981-1075	ryan@tedsgardens.com			
Jason	Brauckman	Board Certified Master Arborist	Wright Outdoor Solutions	515-987-0800	l.jbrauckman@wrightoutdoorssolutions.com			
Zach	Burhenn		Iowa Native Trees & Shrubs	515-664-8633	lowaNativeTrees@gmail.com			
Dan	Canova	Director of Operations	Perennial Gardens	515-964-7702	kennan50@yahoo.com			
Barb	Clawson	Program Coordinator and Lecturer	Iowa State University	515-294-5624	baosborn@iastate.edu			
Heath	Ellis	Supervisor	City of Pleasant Hill	515-208-5212	heathellis@msn.com			
Cindy	Haynes	Professor	Iowa State University	515-294-4006	chaynes.@iastate.edu			
Nicole	Jonas		Red Granite Farms	515-432-5966	redgranitefarm@hotmail.com			
Randy	Robinson	Field Staff Representative for Central Plains	Golf Course Superintendents Association of America	800-472-7878 Ext 3605	rrobinson@gcsaa.org	M	C	no

Human Services

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Trevy	Augustin	HSV Adjunct	DMACC/ HHS		Trevalova.augustin@iowa.gov			
Tricia	England	Coord. TRIO SSS Program	DMACC Trio Program	515-697-7803	tlengland@dmacc.edu	F	C	No
Diedre	Henriquez		Central Iowa Shelter & Service Bureau of Refugee & Immigrant Services- HHS		dhenriquez@centraliowashelter.org			
Barbara	Hernandez				bhernan@dhs.state.ia.us			
Shelby	Kaura	Human Service Program Chair	Upper Iowa University	515-225-1800 x2216	kauras@uiu.edu	F	C	No
Francis	Mota	SW Intern, DMACC Alum	AI Exito		fhmota@dmacc.edu			
Jeanie	McCarville Kerber	Executive Academic Dean	DMACC		Jamccarville1@dmacc.edu			
Dawn	Narcisse		DOC 5th Judicial	515-771-0897	dawn.narcisse@iowa.gov	F	B/Non-Hisp	
Kristine	Owen		Grandview University	515-263-6167	kowens@grandview.edu	F	C	No
Rebecca	Papian	Counsler	DMACC Urban Campus		rapapian@dmacc.edu			
Kelsie	Pinegar		Families Forward		kelsie@familiesforward.org			
Mark	Renning	Adivsor	DMACC- Carroll Campus		mjrenning@dmacc.edu			
Ashley	Schaufenbuel		DMACC HSV Student		acgilleland@dmacc.edu			
Jill	Sudak-Allison		Grandview University	515-263-6167	jsudak-allison@grandview.edu	F	C	No
Annie	Wood	Full Time Instructor/ HSV Group	DMACC- Ankeny Campus		akwoodlong@dmacc.edu			
Ilima	Young-Dunn	Full Time Instructor/ HSV Program Chair	DMACC- Urban Campus	515-248-7222	imyoungdunn@dmacc.edu			

Industrial Technician (includes Renewable Energy)

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Douglas	Allegar	Regional Instrumentation/Electrical Reliability Leader	Chevron Renewable Energy Group	360-749-6660	douglas.allegar@chevron.com	M	C	
James	Auld	Director	NextEra Energy, Inc	561-315-2284	james.auld@fpl.com			
Michael	Barnes		RER & Sunvestment Energy Groups	717-554-5801	michaelfbarnes@gmail.com			
Nick	Bierstedt	Wind Site Manager	NextEra Energy Resources		Nick.bierstedt@nexteraenergy.com	M		
Steve	Guyer	Energy and Climate Specialist	Iowa Environmental Council	515-244-1194 x 213	guyer@iaenvironment.org	M	W	No
Jim	Hale	Operations Manager	ESCO Automation	515-782-7052	jim.hale9999@gmail.com	M	W	No
Johanna	James	Utility Engineering Manager	Midland Power Coop	307-631-1414	jjames@midlandpower.coop	F	C	No
Mark	Kirk	Wind Energy Sales Manager	Composite One LLC	515-986-4656	mark.kirk@compositesone.com	M		
Alex	Maynard	Field Recruitment Coordinator	Sky Climber Renewables	503-407-7705	Amaynard@skyclimber.com	M		
Todd	Miller		1 Source Solar	515-446-0100	todd@1sourcesolar.com			
Magin	Reyes		Exelon	515-221-5700	magin.reyes@exeloncorp.com			
Daniel	Schoenfelder	Executive Director, Biodiesel Operations	Chevron Renewable Energy Group	515-766-8402	daniel.schoenfelder@regi.com	M	W	No
Donald	Schroeder	Wind Site Manager	NextEra Energy Resources	712-563-5181	donald.schroeder@nexteraenergy.com	M		
Emily	Wagner	Human Resources Generalist	American Packaging Corporation	5157331428	ewagner@americanpackaging.com	F		
Tom	Wenzel	Maintenance Supervisor	Danfoss		twenzel@danfoss.com	M		

Information Technology/Network Administration

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Brian	Broughton	System Administrator	ITPP Heartland	515-802-0967	brian-broughton@outlook.com			
Steve	Healey	Chief Technology Officer	Pratum	815-751-6940	stevenahealey@gmail.com	M	C	No
Jesse	Hess	Service Assurance Manager	Iowa Network Services (DBA: Aureon)	515-705-0560	jessewhess@gmail.com	M	C	No
Calvin	Jutting	System Engineer	Cisco Systems	641-831-3103	jutting.c@gmail.com	M	C	No
Dan	Kainz	SIU Analyst	EMC Insurance	515-345-7532	dan.f.kainz@emcins.com	M	C	No
Brooklyn	Mazza	IT compliance Manager	Hy-Vee	515-802-8172	mazza.brooklyn@gmail.com	F	C	No
Marshall	McCalley	Owner	McCalley Technical Services	515-490-4807	mgmccalley@hotmail.com	M	C	No
Wes	Sudman	Engineering Services Manager	Heartland Business Systems	402-314-1317	wsudman@hbs.net		C	
Michael	Witt	Technical Solutions Engineer	Carrier Access IT	515-418-2713	michael.andrew.witt@gmail.com	M	C	No
Jen	York	Security Engineer	DHI Group	515-380-0729	jen.york@dhigroupinc.com	F	C	Yes

Interior Design

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Maggie	Parks	Interior Designer	Mayo Clinic	229-815-3692	margaret.mpark@gmail.com	Female	Not Hispanic or Latino	No
Courtney	Morris	Interior Designer	Courtney Morris Interior Design	515-360-6240	design@courtneymorris.net	Female	Not Hispanic or Latino	No
Cathy	Koch	Registered Interior Designer	CMBA Architects	319-415-7378	koch.cathy@cmbaarchitects.com	Female	Not Hispanic or Latino	No
Jamie	Osmundson	Professor	Iowa State University	515-210-2049	jamie.osmundson@gmail.com	Female	Not Hispanic or Latino	No
Joani	Henderson	Interior designer	Summit Homes	515-975-7709	Joanimcclure@msn.com	Female	Not Hispanic or Latino	No
Lindsay	Brandon	Interior Designer	Design 2 Build	515-208-0524	lindsayabrandon@gmail.com	Female	Not Hispanic or Latino	No
Holly	DeGoey	Interior Designer	ALT Design Studio	515-681-1849	holly@thealtdesignstudio.com	Female	Not Hispanic or Latino	No
Julie	Youngblade	Owner / Interior Designer	JY Design LLC	515-554-0471	julie@jydesign4u.com	Female	Not Hispanic or Latino	No
Andrea	Singbush	Owner/Designer	Interiors by Andrea	515 979 0302	interiorsbyandrea@msn.com	Female	Not Hispanic or Latino	No
Gowri	Betrabet Gulwadi	Professor of Interior Design	University of Northern Iowa	319-273-2603	betrabet@uni.edu	Female	Not Hispanic or Latino	No
Michael	Ford	Asst. Professor of Practice	Iowa State University	913-226-9193	msford@iastate.edu	Male	Not Hispanic or Latino	No
Leslie	Poyzer	Designer & Stylist	Leslie Designs	515-418-8580	lesliedesigns@gmail.com	Female	Not Hispanic or Latino	No
Hunter	Wells	Student	Des Moines Area Community College	319-237-5646	hpwells@dmacc.edu	Female	Not Hispanic or Latino	No
Pamela	Davidson	Interior Designer/Owner	P.J. Davidson Interiors LLC	515-238-9074	pam@pjdiinteriors.com	Female	Not Hispanic or Latino	No
Mandy	Hoskinson	Assistant Designer	P.J. Davidson Interiors LLC		mandyd1212@gmail.com	Female	Not Hispanic or Latino	No

Medical Assistant

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Nicole	Allsup	CMA(AAMA)	Broadlawns Medical Center	515-943-6481	nallsup@broadlawns.org	F	C	No
Harper	Baldwin	OB/GYN & Pediatric Clinic Mgr	Broadlawns Medical Center	815-219-5465	hbaldwin@broadlawns.org	F	C	No
Jerry	Barnwell	Community Member	Retired	515-964-8962	jerry@jebarnwell.net	M	C	
Zilha	Burzik		The Iowa Clinic		zbuzric@iowaclinic.com			
Kathy	Brannan	Manager of Operations	Farm Bureau Financial Services	515-205-3979	kathybrannan70@gmail.com	F	C	No
Dustyn	Dickhaut	Associate Dean, HSF Pathway	DMACC	515-965-7051	ddickhaut@dmacc.edu	M	C	No
Laina	Fisher	CMA(AAMA)	Broadlawns Medical Center	515-979-9492	lfisher@broadlawns.org	F		No
Katie	Fredericks	Primary Care Director	MercyOne	515-201-6224	katie.fredericks@mercyoneiowa.org	F	C	No
Suzy	Frein	Clinic Administrator	MercyOne	515-491-6781	suzanne.frein@mercyoneiowa.org	F	C	No
Linda	Horn	Student Member	DMACC	515-291-2749	lhorn3@dmacc.edu	F	C	No
Charles	Kiehne	CMA (AAMA)	Broadlawns Medical Center	515-991-3341	kiehne.charles1@gmail.com	M	C	No
Sheri	Kinzie	CMA(AAMA)	Broadlawns Medical Center	641-420-4785	skinzie@broadlawns.org	F	C	No
Beth	Lundstrom	CMA(AAMA)	Iowa Diabetes and Endocrinology	515-229-8874	bethlundstrom@gmail.com	F	C	No
Jennifer	Mahoney	Clinical Recruiter	Unity Point	319-251-7166	jennifer.mahoney@unitypoint.org	F	C	No
Jeanie	McCarville Kerber	Exec. Academic Dean	DMACC	515-965-7120	jammcarville1@dmacc.edu			
Allison	Onstot	CMA(AAMA)	Unity Point Southglen	641-572-0238	A.Onstot@aol.com	F	C	No
Anne	Riemenschneider	Director, Clinic Operations	Unity Point	515-471-9775	anne.riemenschneider@unitypoint.org	F	C	No
Stacey	Schroder	Program Director, Professor	DMACC	641-780-4744	slschroder@dmacc.edu	F	C	No
Toni	Sonner	Clinical Training Specialist	Primary Health Care		Toni Sonner tsonner@phcinc.net			
Randee	Taylor	CMA	Broadlawns Medical Center	515-250-0287	randeertaylor@gmail.com		B	
Nancy	Tim	Director of Clinical Education, Infection Prevention, & Safety	Primary Health Care		Nancy Tim ntim@phcinc.net			
Jill	Wilkins	CMA(AAMA) Clinic Supervisor	Unity Point	515-480-5921	jill.wilkins@unitypoint.org	F	C	No
Cheryl	Young	Professor	DMACC	515-964-6297	cjyoung1@dmacc.edu	F	C	No

Medical Lab Technology

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Linda	Bates	Laboratory Manager	UnityPoint Health Des Moines	515-263-5593	linda.bates@unitypoint.org	F	C	No
Karen	Campbell	MLT Program Director	DMACC	515-964-6296	kjcampbell@dmacc.edu	F	C	No
Justin	Chapman	MT(ASCP), Technical Coordinator Lab/Flow Cytometry	Dallas County Hospital	515-465-7657	jchapman@dallascohospital.org	M	C	No
Brian	Christian	MT(ASCP)	VA Central Iowa Health Care System	515.699.5625	Brian.Christian@va.gov	M	C	No
Dustyn	Dickhaut	Associate Dean, HSF Pathway	DMACC	515-965-7051	ddickhaut@dmacc.edu	M	C	No
Miranda	Gauthier	Professor, Biology and Honors	DMACC	515-964-6237	mcgauthier@dmacc.edu	F	C	No
Lizzie	Hoffman	MLT/Recent Graduate	Broadlawns Medical Center	515-282-2249	ejhoff01@gmail.com	F	C	No
Teresa	Hoover	Adjunct Instructor	DMACC	641-753-1438	tghoover@dmacc.edu	F	C	No
Josh	Kraushaar	MLT Faculty	DMACC	515-964-6023	jkraushaar@dmacc.edu	M	C	No
Jeanie	McCarville Kerber	Exec. Academic Dean	DMACC	515-965-7120	jammcarville1@dmacc.edu			
Rachael	Muhs	MT(ASCP)	LifeServe Blood Center	515-309-4480	rachael.muhs@lifeservebloodcenter.org	F	C	No
Ben	Phan	MT(AAB)	Path Lab	515-505-5154	minh.phan2@unitypoint.org	M	A	No
Emily	Schmitz-Kodis	Laboratory Manager	MercyOne West Des Moines Medical Center	515-358-8158	Emily.Schmitz-Kodis@mercyoneiowa.org	F	C	No
Denise	Simpson	Phlebotomy Instructor	DMACC - Continuing Ed	515-244-4704	dkaysimpson@gmail.com	F	C	No
Stacey	Sundberg	Laboratory Manager	Montgomery County Memorial Hospital	712-623-7161	stasun@mcmh.org	F	C	No
Melanie	Vorsten	Laboratory Director	Mary Greeley Medical Center	515-239-6915	vorstenm@mgmc.com	F	C	No

Medical Office Specialist

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Courtney	Andersen	Former Student		515-620-9650	courtney.LA17@gmail.com	F	C	No
Tamara	Boozell	Program Support II	Telligen Healthcare Intelligence	515-783-9954	tboozell@outlook.com			
Susan	Brown	HIT Program Director	Telligen Healthcare Intelligence	515-727-2741	sbrown@telligen.com			
Julie	Clinkinbeard	Director	Broadlawns Medical Center	515-282-2200	jclinkinbeard@broadlawns.org			
Kathleen	Cola	Billing Coordinator	Pediatric Cardiology, PC	515-975-8399	katiec@pedscard.com			
Dustyn	Dickhaut	Associate Dean, HSF Pathway	DMACC	515-965-7051	ddickhaut@dmacc.edu	M	C	No
Joshua	Eide	Director of Operations	Rayus Radiology	319-594-2030	loweminn@msn.com		C	
Katie	Fergus	President, CEO	PractiSynergy	515-237-3974	katie@practisynergy.com			
Lauren	Hardison	Asst. Director of Analytics	UnityPoint Health	515-471-0164	lauren.hardison@unitypoint.org			
Jeanie	McCarville Kerber	Exec. Academic Dean	DMACC	515-965-7120	jammcarville1@dmacc.edu			
Beth	McGinnis	Director of IT and Billing	The Iowa Clinic	515-875-9966	bmcginnis@iowaclinic.com			
Misty	Sachs	Practice Administrator	Doran Clinic for Woman	515-239-6947	msachs@doranclinic.com			
Kim	Schwartz	Asst. Administrator of Operations & HR	Boone County Hospital	515-433-8464	kschwartz@bchmail.org			
Kelly	Smith	QPP Project Support Specialist	Telligen Healthcare Intelligence	515-770-3499	kellysmith7@gmail.com		C	
Sue	Toomsen	Adjunct faculty	DMACC	515-224-5132	kensueto@mchsi.com	F		
Jake	Wendler	IT Manager	Dallas Co. Hospital	515-465-7535	jwendler@dallascohospital.org	M		
Raquel	Zuniga	Academic Advisor	DMACC	515-965-7359	rzuniga@dmacc.edu	F		

Mortuary Science

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Devon	Eley-Dimos		Eley Funeral Home	269-435-3505	devon.eley@yahoo.com	F	C	
RJ	Fagle		Cedar Memorial	319-393-8000	rfagle@cedarmemorial.com	M	C	
Michael	Jones		Pauley Jones Funeral Home	712-755-3135	mjones@pauleyjones.com	M	C	
Dennis	Klein		Iowa State Medical Examiner's Office	515-725-1400	dennis.klein@idph.iowa.gov	M	C	
Vicki	Lensing		Lensing Funeral Home	319-338-8171	vickilensing@juno.com	F	C	
Marty	Mitchell		Mitchell Family Funeral Home	641-844-1234	last2cu@marshallnet.com	M	C	
Jeanie	McCarville Kerber	Executive Academic Dean	DMACC	515-964-6394	jamccarville1@dmacc.edu	F	C	
Brent	Ouellette		Ouellette Funeral Home	515-249-6867	brocao@mchsi.com	M	C	
Shawn	Overton	Funeral Director	Iles Funeral Homes	515-276-4567	shawn.overton@ilescares.com	M		
Holly	Peterson-Miller		Hamilton's Funeral Home	515-243-5221	holly.miller@hamiltonsfuneralhome.com	F	C	
Justin	Rasmusson	Funeral Director/IFDA President	Rasmusson-Ryan Funeral Home & Cementary	515-382-2661	rasmussonfh@gmail.com	M	C	
Samantha	Thompson		Griffiths-Hovendick Chapel	402-223-3521	samantha@ghchapel.com	F	C	
Seth	Williams	Funeral Director	Merle Hay Funeral Home	515-278-4633	seth_williams6@hotmail.com	M		

Network Technology

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Lance	Allison	Network Engineer	WIN, Inc.	515-867-5816	lance.allison@win.com	M	C	
Thomas	Fuller		Iowa Communication Network	515-323-4400	thomas.fuller@iowa.gov	M	B/Non-Hisp	
Mark	Harvey		Mi-Fiber	844-499-0399	mharvey@mi-fiber.net	M	C	
Amy	Hill		Facebook Data Center	515-663-2400	ajhill@fb.com	F	C	
Josh	Miller		United Business Technology	515-964-1323	josh.miller@unitedbt.com	M	C	
Tim	Moore	VP Managed Services	cpITelecom	515-698-4915	tim.moore@cpitelecom.net	M	C	
Robert	Plate		Black Box Network Services	515-698-4600	robert.plate@blackbox.com	M	C	
Andy	Randol		Panora Communications Cooperative	641-755-2424	andrewrandol@panoratelco.com	M	C	
Les	Stave		Aureon	515-830-0476	les@aureon.com	M	C	
Dave	Williams		Des Moines University	515-271-1400	djwilliams2@dmacc.edu	M	C	
Melanie	McQuade		Aureon	515-830-0476	melanie.mcquade@aureon.com	F	C	

Nursing

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Anita	Becker	VP, Patient Services & Chief Nursing Officer	St. Anthony Regional Hospital	712-794-5227	abecker@stanthonyhospital.org	F		
Melody	Bethards	Simulation Coordinator	DMACC	515-697-7824	mlbethards@dmacc.edu	F	C	No
Kelley	Blackburn	Director, Clin Prof Dev	Unity Point Health Des Moines	515-241-6806	kelley.blackburn@unitypoint.org	F	C	No
Dawn	Bowker	Director of Nursing Education	ISU	515-294-6080	dmbowker@iastate.edu	F	C	No
Erica	Carrick	Ex. Director of Oper. & Integration	Primary Healthcare at Mercy	515-577-3844	ericacarrick@gmail.com	F	C	No
Denise	Cundy	Chief Nursing Executive	Unity Point Health Des Moines	515-241-5575	denise.cundy@unitypoint.org	F	C	No
		Ex. Director, Inpatient Services						
Amy	Dagestad	Services	Mary Greeley Medical Center	515-239-2446	dagestad@mgmc.com	F		
Wendy	Ferraro	Program Coordinator	DMACC	515-965-7164	weferraro@dmacc.edu	F		
Ashley	Fletchall	Ankeny Campus Chair	DMACC	515-964-6879	amfletchall@dmacc.edu	F		
Kari	Hemann	Newton Campus Chair	DMACC	641-791-1739	khemann@dmacc.edu	F	C	No
Donna	Hoffman	Market VP HR Operations	MercyOne	515-247-3225	donna.hoffman@commonspirit.org	F		
Laura	Krieger	Chief Nursing Office	Boone County Hospital	515-298-9319	lkrieger@bchmail.org	F	C	No
Collette	Krutsch	Carroll Campus Chair	DMACC	712-792-1755	cdkrutsch@dmacc.edu	F		
Jeanie	McCarville Kerber	Exec. Academic Dean	DMACC	515-965-7120	jammcarville1@dmacc.edu			
Adrienne	Messer	Manager Nursing Education	MercyOne	515-643-2823	adrienne.messer@mercyoneiowa.org	F		
Sue	Mixdorf	Pathway Nav. Student Dev.	DMACC	515-964-6651	scmixdorf@dmacc.edu	F		
Jan	Myers	Chief Nursing Officer	Knoxville Hospital & Clinics	515-979-3417	jmyers@knoxvillehospital.org	F		
Katie	Namovicz	District Chair	DMACC	515-433-5070	knamovicz@dmacc.edu	F	C	No
Jessica	Passick	District Coordinator	DMACC	515-965-7161	jwpassick@dmacc.edu	F	C	No
Nicole	Sartori	Manager Clinical Prof. Dev.	MercyOne	515-241-6877	Nicole.Sartori@unitypoint.org	F		
Natalia	Thilges	Director of Nursing Education	DMACC	515-964-6485	nathilges@dmacc.edu	F		
		Director, St. Anthony						
Katie	Towers	Education Services	St. Anthony Regional Hospital	712-794-5244	kstowers@stanthonyhospital.org			

Paralegal

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Daryl	Anderson	Paralegal Program Chair/Instru	DMACC	515-248-7208	dranderson15@dmacc.edu	F	C	No
Sarah	Bird	Manager of Restorative Justice Center	Polk County Attorney's Office	515-286-3059	sarah.bird@polkcountyiowa.gov	F	C	No
Melissa	Burnett	Paralegal		515-778-7258	melissa.burnett@sslawpic.com	F	C	
Stuart	Ruddy	General Counsel & Secretary	Knapp Properties	515-223-5234	Stuart.Ruddy@knappproperties.com	M	C	No
Jeanie	McCarville Kerber	Executive Academic Dean	DMACC	515-964-6394	jammcarville1@dmacc.edu	F	C	
Monica	Schultz	Paralegal Supervisor	Nyemaster Law Firm	515-283-3184	mschultz@nyemaster.com	F	C	No
Ernie	Strate	Director of Human Resources	Nyemaster Law Firm	515-283-8010	estrateg@nyemaster.com	M	C	No
Hillary	Johnson	Academic Advisor	DMACC	515-248-7214	hmjohnson6@dmacc.edu	F	C	No
Shari	Wood	Paralegal	American Equity Investment Life Insurance Co	515-457-1725	swood@american-equity.com	F	Asian	No

Paramedic

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Mark	Addy		Boone County Hospital		maddy@bchmail.org	M	C	
Brent	Conklin	Fire Science Program Chair & Instructor	DMACC	515-964-6820	bconklin1@dmacc.edu	M	C	
Hunter	Crawford	Paramedic/Former Student	Mary Greeley Medical Center		huntercrawford214@gmail.com	M		
Pete	DeKock	Assistant City Manager	City of Clive		PDeKock@cityofclive.com	M	C	
Dustyn	Dickhaut	Coordinator EMS Programs	DMACC	515-964-6820	ddickhaut@dmacc.edu	M	C	
Mark	Ludwig					M	C	
Erica	Linge	Lieutenant	Weds Des Moines EMS		erica.linge19@gmail.com	F	C	
Jim	Miara	Director of Ground Support	Unity Point Health Systems	515-241-1200	jim.miara@unitypoint.org			
Jeanie	McCarville Kerber	Executive Academic Dean	DMACC	515-9645394	jamccarville1@dmacc.edu	F	C	
Mark	McCulloch	Assitant Chief	West DEs Moines EMS	515-222-342	mark.mcculloch@wdm.iowa.gov	M	C	
Claire	Muselman	Professor	Drake University	515-322-2951	Claire.muselman@gmail.com	F	C	
Joel	Otte	Paramedic Program Chair	DMACC	515-964-6699	jhotte@dmacc.edu	M	C	
Riley	Romic	Firefighter /Paramedic	Johnston-Grimes Metro FD		riley.romic@hotmail.com	M	C	
Dan	Shellhase	Assitant Chief	Ankeny Fire Department	515-286-2333	dschellhase@ankenyiowa.gov	M	C	
Steven	Sipe	Chaplain	Windsor Heights FD		stevensipe13996@gmail.com	M	C	
Aaron	Smith	Paramedic/Former Student	West Des Moines EMS		asmith91@dmacc.edu	M		
Rachel	Sokol	Medical Director for DMACC EMS Program and ER Physician	Unity Point Health Des Moines		rachel.sokol@unitypoint.org	F	C	
Tony	Sposeto	EMS Captain- Des Moines Fire Dept.	Des Moines Fire Department	515-283-4237	tdsposeto@dmgov.org	M	C	
Trent	Swartwoudt	Current Paramedic Student	DMACC		tawartwoudt@dmacc.edu	M	C	
Katy	Thorton	EMS Coordinator	Unity Point Health Des Moines	515-241-1200	katherine.thornton@unitypoint.org	F	C	
Dottie	VanZee	EMT Program Chair & Instructor	DMACC	515-965-7044	dmparsons1@dmacc.edu	F	C	

Photography

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Richard	Alvarenga-Lopez	Owner Portrait/ Commercial Photographer, & Business	Alvarenga Art	515-505-5040	richardalvarengaart@gmail.com Arroyomedia@gmail.com	M	Hispanic	No
Anthony	Arroyo	Owner Portrait Photographer, & Business Owner	Arroyo Photography	515-494-6447	oliviafrueh1@gmail.com	M	Hispanic	No
Olivia	Frueh	Business Owner	Livfrueh Photography	515-783-7518		F	C	No
Justin	Hayworth	Photographer /Videographer	Grinnell University	641-269--3115	haywortj@grinnell.edu	M	C	No
Chris	Hennessy	owner	Primary Image Ltd.	515-681-7311	chennessy75@gmail.com	M	C	No
Andy	Lyons	owner	Andy Lyons Camerawork	515-244-9001	andy@anylyonscameraworks.com	M	C	No
Laura	McCargar	Owner	Laura Nicole Photography	515-777-4895	lauranicolephotography@gmail.com	F	C	No
Anjana	Olson	Portrait Photographer, & Business Owner	Anj Poertrait Studio	816-332-3440	hello@anjportraitstudio.com	F	Asian American	No
Brian	Powers	Photojournalist, Photographer, & Business Owner	Brian Powers Photography	630-303-2787	bpowersphoto@gmail.com	M	C	No
Alivia	Schuring	Portrait Photographer, & Business Owner	Alivia Schuring Photography	515-508-9235	aliviaschuring@gmail.com	F	C	No
Jake	Sternquist	Photographer, & Business Owner	Sternquist Photography	515-423-1089	jake.sternquist@gmail.com	M	C	No
Reese	Strickland	Director of Photography	Meredith Corp	515-284-3024	reese.strickland@meredith.com	M	C	No
Shane	Thomas	Owner	Shane Thomas Photography	714-369-5183	shanethomasphotography@gmail.com	M	C	No
Doug	Wells	Instructor	Grandview University	515-669-3384	dwells@grandview.edu	M	C	No
Lane	Wells	Owner	LWells Photography	515-238-1550	lane.hut@ymail.com	M	C	No

Real Time Reporting

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Sarah Tim	Bowers Coonan	ICRA Lobbyist & Special Counsel	Dentons Davis Brown PC	515-991-3196	tim.coonan@dentons.com			
Deb	DuBuc	Full Time Instructor	DMACC	641-791-1703	dldubuc@dmacc.edu			
Susan	Frye	Freelanced Certified Shorthand Reporter Owner of Susan Frye Court Reporting	Susan Frye Court Reporting	515-274-1972	susan@susanfryecr.com			
Robert Sydney	Gast Gangestad	State Court Administrator ICRA Lobbyist & Special Counsel	State Court Administration Dentons Davis Brown PC	515-348-4880 515-288-2500	bob.gast@iowacourts.gov sydney.gangestad@dentons.com			
Samantha Kara	Gronewald Holland	District Court Judge Certified Shorthand Reporter	Polk County Courthouse Woodbury County Courthouse	515-286-2170 402-650-3334	samantha.gronewald@iowacourts.gov holland.kara@gmail.com			
Josie	Johnson	Certified Shorthand Reporter	Polk County Courthouse	515-286-3190	josierae76@gmail.com			
Cristen	Likens	Asst District Court Administrator	Fifth Judicial District Court- Polk County Courthouse	515-444-7126	cristen.likens@iowacourts.gov			
Jeanie	McCarville-Kerber	Executive Academic Dean, Public & Community Services	DMACC	515-964-6394	jamcarville1@dmacc.edu	F	C	No
Cathy Karla	Penniston Ray	Adjunct Instructor CART Captioner	DMACC President of Capital City Realtime, Inc	515-771-2472	clpenniston@dmacc.edu karlaray@live.com			
Erin	Weitl	Freelanced Certified Shorthand Reporter		515-286-3108	neweitl@hotmail.com			
Marques	Wilson	District Court Administrator Full Time Instructor Full Time Instructor	Iowa Courts District 5 DMACC DMACC	515-286-2074	Marques.Wilson@iowacourts.gov	M	Black	

Respiratory Therapy

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Amy	Boeckmann	Program Chair (MPA, BS, RRT)	DMACC	515-964-6378	ajboeckmann@dmacc.edu	F	C	No
Lindsay	Capouch	RRT	Broadlawns Medical Center	515-282-3398	lcapouch@broadlawns.org	F	C	No
Dustyn	Dickhaut	Associate Dean, HSF Pathway	DMACC	515-964-7051	ddickhaut@dmacc.edu	M	C	No
Mark	Greenwood	RRT	Mary Greeley Medical Center	515-239-2611	greenwood@mgmc.com	M	C	No
Tracy	Lynch	RRT	Adjunct-DMACC	515-282-2268	tracyjlynch@gmail.com	F	C	No
Dustin	McCann	Physician	VA Central Iowa Health Care System	515-473-4922	dustin.mccann@va.gov	M	C	No
Jeanie	McCarville-Kerber	Executive Academic Dean HSF Pathway	DMACC	515-964-6394	jamccarville1@dmacc.edu	F	C	No
Joel	Meredith	Respiratory Supervisor	VA Central Iowa Health Care Syst	515-599-6999	joelmeredith@yahoo.com	M	C	No
Seynebou	Niasse	First Year Student	DMACC	660-956-3586	sniasse26@gmail.com	F	B	No
Trevor	Oetting	RRT	Unity Point Health Des Moines		trevor.oetting@unitypoint.org	M	C	No
Colleen	Reiland	Director of Clinical Education	DMACC	319-430-0692	cmreiland@dmacc.edu	F	C	No
Joel	Vander Molen	Web Developer	VMT	641-628-1303	joelvan@vmtweb.com	M	C	Yes
Jesus	Ventura	Graduate/Former Student	DMACC	531-721-9904	jventura1@dmacc.edu	M	H	No
Hannah	Wheeler	Second Year Student	DMACC	515-537-5383	hannahwheeler08@gmail.com	F	C	No
Bradley	Wilson	Director Respiratory Care	MercyOne Des Moines	515-240-6127	bwilson@mercydesmoines.org	M	C	No

Robotics & Control Systems Engineering Technology

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Jason	Anson	Automation Manager	Interstates Control Systems	712-890-6175	jason.anson@interstates.com	M	C	No
Scott	Byal	Automation Manager	Accu-Mold	515-964-5741	sbyal@accu-mold.com	M	C	
Michael	Gerlach	HR Manager	Katecho, LLC	515-244-1212 x193	mgerlach@katecho.com	M	C	
Steve	Guyer	Energy and Climate Specialist	GWA Solar/ Iowa Environmental Council	515-249-2627	Sguyer@gwaintl.com	M	C	No
Jim	Hale	Regional Operations Manager	ESCO Automation	515-782-7052	jim.hale9999@gmail.com	M	C	
Alejandro	Ortiz	Regional Maintenance Manager	JLL / Amazon Account	480-268-3871	rtizale@amazon.com	M	Hispanic	
Brandon	Umscheid	Automation Project Manager, Team Leader	Baker Group	515-336-4351	umscheidb@thebakergroup.com	M	C	
Brad	Vorrie		Ramco Innovations	515-480-7658	Bvorrie@ramcoi.com	M	C	

Surgical Technology

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Stephanie	Brayman	CST/CSFA	MercyOne	712-314-8113	smbayman@dmacc.edu	F	C	No
Joyce	Cunningham	Assoc Professor	DMACC Urban Campus	515-697-7796	jacunningham2@dmacc.edu	F	Hispanic	No
Rachel	Duncan	Assoc Professor	DMACC Urban Campus	515-248-7503	rduncan5@dmacc.edu	F	C	No
Tony	Goodrich	Professor	DMACC Urban Campus	515-697-7733	aagoodrich@dmacc.edu	M	C	No
Hannah	Hastings	CST/CSFA	Broadlawns Medical Center	515-262-6830	hnhastings88@gmail.com	F	C	No
April	Kriegel	Director	MercyOne	515- 247-4091	akriegel@mercydesmoines.org	F	C	No
Tim	Mayfield	Physician/Surgeon	Iowa Specialty Surgeons	515-255-7001	tpmayfield@gmail.com	M	C	No
Karina	Mendoza	CST/CSFA	MercyOne	515-867-3065	kmendoza1@dmacc.edu	F	Hispanic	No
Glenn	Waterhouse III	Insurance Agent	State Farm Insurance	515-223-5566	glenn.waterhouse.jxdk@statefarm.com	M	C	No
Dana	Foster	Student	DMACC Urban Campus	641-455-4957	dfoster15@dmacc.edu	F	C	No
Carolyn	Burt	Service line manager	MercyOne	515-344-9530	carolyn.burt@mercyoneiowa.org	F	C	No
Kris	Markham	Academic Advisor	DMACC Urban Campus	515-697-7737	kmmarkham@dmacc.edu	F	C	No
Katie	Popp	Clinical resource nurse	Mercyoneiowa.org	515-358-7991	kpopp@mercyoneiowa.org	F	C	No
Chelsea	Hockenberry	Unit based educator	UnityPoint - IMMC	515-241-6843	Chelsea.hockenberry@unitypoint.org	F	C	No
Hilary	Hearn	Unit based educator	UnityPoint - IMMC	515-241-6843	Hilary.hearn@unitypoint.org	F	C	No
Lisa	Paulsen	AVP, Inpatient and Perioperative Services	Broadlawns Medical Center	515-282-4488	Lpaulsen@Broadlawns.org	F	C	No
Chris	Hauptert	Physician/Surgeon	Iowa Retina Consultants	515-222-6400	chaupert@iowaretina.com	M	C	No
Esther	Fraser	Faculty	DMACC Urban Campus	515-697-7765	efraser@dmacc.edu	F	C	No
Deanna	Welker	CST	Broadlawns Medical Center	515-350-2086	de_renken@yahoo.com	F	C	No
Dustyn	Dickhaut	Associate Dean, HSF Pathway	DMACC	515-964-7051	ddickhaut@dmacc.edu	M	C	No
Jeanie	McCarville-Kerber	Executive Academic Dean HSF DMACC		515-964-6394	jamccarville1@dmacc.edu	F	C	No

Tool and Diemaking & Advanced Manufacturing

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Bryan	Compart	Lead Machinist	Innovative technologies	515-571-9713	bdcocompart@yahoo.com	M	C	No
Chase	Dennis	CNC Operator Programmer	Molds and Dies	515-402-6981	chaseharrisondennis@gmail.com	M	C	No
Mark	Finley	Tool Maker	Century Weld Fixture and & Tool	515-238-6823	mark@countrycrossroadstreefarm.com	M	C	No
Dave	Hobbs	Team Leader	Coline Welding	641-417-8228	dhobbs@colinemfg.com	M	C	No
David	Kercheval	Programmer	Interstate plastics	515-556-5396	dkercheval79@gmail.com	M	Asian	No
Shawn	Loney	VP Pleasant Hill Operations	Dee Zee Inc	515-823-4220	loneyscfi@outlook.com	M	C	No
Mandy	Ounlokham	Education Specialist Account Manager	Snap-on Industrial	515-631-8619	mandy.s.ounlokham@snapon.com	F	Asian	No
Mike	Streeter	Owner	Streeter Machine and Tool	515-994-3247	mike_streeter@streetermt.com	M	C	No
Gary	Wulfekuhle	Tool Maker	Accumold	515-238-1091	gwulfekuhle@accu-mold.com	M	C	No

Veterinary Technology

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Chris	Berg		Hills Pet Nutrition	785-840-4451	chris.berg@iowaagriculture.gov	F	C	No
Amy	Fertig		DMACC Veterinary Technology	515-965-7071	ajfertig@dmacc.edu			
Dianne	Garrison	RVT	Blue Pearl Veterinary Hospital	515-727-4872	diannegarrison@yahoo.com			
Madyson	Langford	RVT	Blue Pearl Veterinary Hospital	515-727-4872	madyson.langford@bluepearlvet.com			
Bridget	Marrietta	Dr.	Banfield	515-457-1381	bridget.marrietta@banfield.com			
Craig	McEnany			515-441-6627	camcenany@gmail.com			
Kelsi	Miklo			443-900-8301	ktmiklo@dmacc.edu			
Carrie	Schwake	Technician Supervisor	Iowa State CVM	515-291-5093	carrief@iastate.edu			
Alexis	Thompson			515-657-0866	anthompson5@dmacc.edu			
Hannah	Welch			515-729-0496	hswelch@dmacc.edu			
Randy	Wheeler	Executive Director	Iowa Veterinary Medical Assoc.	515-975-5270	rwheeler@iowavma.org			

Video Production

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Garrett	Breit	Video Solutions Architect	Meredith	515-284-3000	garrett.breit@meredith.com	M	C	No
Jose	Calderon	Director of Photography	Principal Financial Group	319-601-1112	calderon.jose@principal.com	M	Hispanic	No
George	Christ	Owner	Applied Art & Technology	515-331-7400	gchrist@appliedart.com	M	C	No
Bryon	Houlgrave	Digital Producer/Director	Iowa Public Television	641-530-0025	bryon.houlgrave@iowapbs.org	M	C	No
Andy	Erickson	Emerging Media Sales Director Video Production	Red Noise 6	515-868-0606	andy@rednoise6.com	M	C	No
Shawn	Hicks	Video Production	WellMark Insurance	515-376-4769	hickss@wellmark.com	M	C	No
James	McNab	Asst. Professor	Iowa State University	515-271-2842	jfmcnab@iastate.edu	M	C	No
Adam	Nix	Owner	Nix Bros Inc	424-402-2150	adam@nixbros.com	M	C	No
Evan	Nix	Owner	Nix Bros Inc	720-468-1709	evan@nixbros.com	M	C	No
Jonathan	Quinn	Producer & Director	Lessing-Flynn	515-274-9271	jquinn88@mac.com	M	C	No
Tony	Raymond	Owner	Production Support Services	515-965-3761	taraymond@me.com	M	C	No
Jason	West	Owner & Audio Engineer	West Audio, LLC	515-778-7896	jwwest@dmacc.edu	M		

Water Environmental Technology

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Adib	Amini	CEO / Principal Engineer, Program Director	Purpose Associates, UW-Madison	540-244-1239	adibamini@gmail.com	M	Middle Eastern	No
Nathan	Casey	Director of Water Production	Des Moines Water Works	515-231-6303	ncasey@dmww.com	M	C	No
John	Dunn	Director, Water & Pollution Control	City of Ames	515-239-5150	john.dunn@cityofames.org	M	C	No
Jessica	Elliott	Lab Supervisor	University of Iowa	515-725-1600	jessica-elliott@uiowa.edu	F	C	No
Gary	Eshelman	Asst. Superintendent	City of Ames	515-239-5150	geshelman@cityofames.org	M	C	No
Brian	Gongol	Partner	DJ Gongol & Associates, Inc	515-223-4144	brian@gongol.net	M	C	No
Larry	Hare	Operations Supervisor	Des Moines Metro WRA	515-323-8010	ldhare@dmgov.org			No
Craig	Just	Professor	Iowa Wastewater & Waste to Ener	319-335-5051	craig-just@uiowa.edu	M	C	No
Brad	Meek	Water/Wastewater Operator	City of Toledo	641-484-2160	Brad.Meek@nationalbeef.com	M	C	No
Jeff	Peterson	Public Works Director	City of Huxley	515-450-1707	publicworks@huxleyiowa.org			No
Tim	Runde	Wastewater Training Specialist	Des Moines Metropolitan Wastewater Reclamation Authority	515-323-8173	twrunde@dmgov.org	M	C	No
Josh	Russell	Water Production Supervisor-Operations	Des Moines Water Works	515-283-8726	jrussell@dmww.com	M	C	No
Dani	Scott	Water Services Specialist	IAMU	515-715-8927	scottdani1989@gmail.com	F	C	No
Laurie	Sharp	Operator Certification & Capacity Development	IDNR	515-725-0284	laurie.sharp@dnr.iowa.gov	F	C	No
Adam	Smith	Deputy Public Works Director	City of Des Moines	515-418-5981	arsmith@dmgov.org	M	C	No
Bob	Watson	Owner	Watson Brothers, LLC		bob@watsonbrothers.biz	M	C	No
Tim	Wilson	Profect Manager	DIXON Engineering	641-691-1913	tswilso1@dmacc.edu	M	C	No

Web Development

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Garritt	Grandberg	Vice President, Technology & Engineering	Visionary Services, Inc	515-360-1395	ggrandberg@gmail.com	M	C	No
Jeremiah	Terhark	CEO	Webspec Design, LLC	515-334-9544	jeremiah@webspecdesign.com	M	C	No
Mitchell	Sellers	CES/Director of Development	IowaComputerGurus, Inc	515-707-3629	msellers@iowacomputergurus.com	M	C	No
Aaron	Brown	COO	Webspec Design, LLC		aaron@webspecdesign.com	M	C	No
Sara	Erickson	Digital User Experience Designer	Gundersen Health Systems		sara.erickson@gundersenhealth.org	F	C	No
Jasmine	Francois	Software Engineer	Lean Technologies		francois.jasmine@gmail.com	F	C	No
Jamie	Keomanivong	Systems Architect	Advanced Automation Inc.		jamiek.dev@gmail.com	M	C	No
Page	Smith	Senior Director of Digital Engineering	Brownells		page.smith@brownells.com	M	C	No
Kayla	Wagner	Web Director	Farmboy Marketing and Web Development		kayla@farmboyinc.com	F	C	No
Noah	O'Toole	Website Coordinator	DMACC		njotoole@dmacc.edu	M	C	No
Erica	McKasson	Sr. User Experience Designer	Casey's		erica.mckasson@caseys.com	F	C	No
Tiffany	Nickelson	Sr. User Experience Designer	Casey's		tiffany.nickelson@caseys.com	F	C	No

Welding

First Name	Last Name	Title	Business Name	Phone Number	Email	Gender	Ethnicity	Disability
Ron	Adkison	Division President/General Manager	Chicago Tube & Iron	515-259-5420	radkison@chicagotube.com	M	C	
Jon	Bauer	Weld Supervisor	New Way Trucks	712-210-5602	JBauer@newwaytrucks.com	M	C	
Ian	Beck	Production Supervisor	CemenTech	515-360-8812	ianbeck515@yahoo.com		C	
Edward	Bleimehl	Training Director	Ironworkers Local 67	515-577-1115	ed@iw67.org	M	C	No
Michael	Breitbach	Industrial Engineering Manager	EFCO Corp	515-313-4324	michael.breitbach@efcoforms.com	M	C	No
Paul	Buffington	Technical Sales Manager	Alcotec	402-960-1048	paul.buffington@esab.com			
Joe	Durby	Business Agent / Organizer	Ironworkers Local 67	515-240-9806	joe@IW67.org	M	C	No
Larry	Ferriss	Training Coordinator	Sheet Metal Workers Local 45	515-971-2261	l.ferriss@smw45.com			
Kevin	Frey	Owner	Artistic Iron Works	515-205-1313	artisticirondsm@gmail.com	M	C	No
Zach	Goering	Recruiting Manger	Cemen Tech	641-954-6425	zgoering@cmentech.com	M	C	No
Kyle	Harding	Process Improvement Technician	New Way Trucks	515-321-3675	khwelder@gmail.com	M	C	No
Jake	Harsin	Production Manager	Weiler Products	641-891-5716	jharsin@weilerproducts.com		C	
Johnathan	Martin	Fabrication Training Lead	Puck Enterprises	712-292-8990	jmartin@puck.com	M	C	No
Matthew	Patterson	Director of Operations	Weiler, Inc.	641-780-1520	mpatterson@weilerproducts.com			
Mark	Schlies	Talent Acquisition Specialist	Arcosa Wind Towers, Inc	641-791-3721	mark.schlies@gmail.com	M	C	No
Erica	Schreck	Fabrication Supervisor	Puck Enterprises	712-210-5941	eschreck@puck.com	M	C	No
Austen	Schueler	Talent Acquisition Lead	Vermeer Corporation	641-621-8860	austenschueler@vermeer.com	M	C	
Loren	Stoneberg	Weld Engineer	Dee Zee Inc	515-867-1147	lstoneberg@deezee.com	M	C	No
Jason	Whitson	Value Stream Leader	Collins Aerospace	515-491-3006	jason.whitson@collins.com	M	C	No

AGENDA ITEM

Revision of the FY25 Des Moines Area Community College Quality Faculty Plan.

BACKGROUND

The Des Moines Area Community College Quality Faculty Plan has been revised to reflect changes as recommended by the Quality Faculty Plan Committee. Various sections of the plan were updated including: (1) updates to the committee composition, (2) clarifications related to compliance and record keeping, (3) revisions to the Faculty Competencies, and (4) revisions to the requirements and documentation of professional learning.

RECOMMENDATION

It is recommended that the Board approve the 2025 Quality Faculty Plan.

Robert J. Denson, President

QUALITY FACULTY PLAN

DMACC Board of Trustees Summary Report, July 2024

CONTEXT

In 2001, state legislation transferred the responsibility for ensuring faculty instructional competence from Iowa's Board of Educational Examiners to the community colleges themselves. Consequently, community colleges were required to develop Quality Faculty Plans (QFP) aimed at guiding the orientation and ongoing professional development of their faculty, including full-time faculty, part-time faculty, librarians, and counselors. These QFPs must be developed and maintained by the college's QFP Committee and annually approved by the College's Board of Trustees.

2024|2025 QUALITY FACULTY PLAN REVISION SUMMARY

The 2024-2025 Quality Faculty Plan document reflects significant enhancements and expansions from the 2023|2024 version. These changes include a more detailed committee structure, expanded sections on policies and procedures, the introduction of specific subcommittees, and comprehensive guidelines for faculty development. These updates indicate an ongoing commitment to improving faculty quality and compliance with accreditation standards. The detailed approach in the 2024-2025 document provides a clearer framework for faculty development and institutional improvement.

KEY REVISIONS

- ▶ **Committee Composition:** Guidelines and roles were established for faculty, adjunct, and administrative positions and terms. These guidelines clarify the responsibilities and expectations for each type of position, ensuring a structured approach to committee membership and governance (see pgs. 2-5).
- ▶ **Compliance and Record Keeping:** The updated document reinforces committee responsibilities with additional details on compliance with faculty accreditation standards. It also includes the formation of subcommittees to ensure continuous improvement, highlighting a commitment to maintaining high standards and accountability (see pgs. 6-7).
- ▶ **Faculty Competencies:** The faculty competencies have been significantly revised to provide a more comprehensive overview of the various roles and responsibilities of faculty. These revisions align with best practices and the latest educational research, ensuring that faculty members are well-equipped to meet the demands of their positions (see pgs. 8-10).
- ▶ **Professional Development:** The plan expands on orientation and ongoing professional development with detailed guidelines tailored for various faculty categories, including full-time, adjunct, and concurrent enrollment faculty. It includes specific approved activities for professional engagement and instructional practices, promoting continuous growth and development among faculty members (see pgs. 10-24).
- ▶ **Documentation of Professional Learning:** The definitions of professional learning have been revised across three categories: pedagogy, training, and professional engagement. Additionally, the documentation process for professional learning has been updated, moving away from SharePoint to utilizing the College's Learning Management System. This change aims to streamline the documentation process and enhance accessibility and usability (see pgs. 14-20 + appendix).

DMACC Quality Faculty Plan

Revised April, 2024

Out-Going Committee Members, 23|24 Academic Year

RYAN BINNEY

Professor, Culinary Arts (Newton)

PAUL BYRD

Professor, Political Science & History (Ankeny)

KYLE COLLINS

Associate Vice President of Academic Affairs

ANNA CONWAY

Professor, Speech Communication (Urban)

MICHAEL DAVIS

Instructor, Biology (Ankeny)

AMANDA EASTON

Director of Employee Relations, Personnel
Management & HR Projects

JENNIFER FOSTER

Executive Academic Dean, Industry &
Technology

JILL FRIESTAD-TATE

Professor, Business Administration (West)

JULIE HARTZLER

Professor, Mathematics (Ankeny)

MD ISLEY

Vice President of Academic Affairs

TRAVIS LAUTNER

Instructor, Agribusiness (Ankeny)

KAYLA LUCHT

Professor, Speech Communication (West)

STEVE ORAZEM

Professor, Nursing (Urban)

SHEA PARSONS

Professor, Diesel Technology (Ankeny)

GRETCHEN PRICE

Director of Teaching & Learning

ANDREA ROUSE

Associate Professor, Agribusiness (Ankeny)

SCOTT SCHULTZ

Executive Academic Dean, Science,
Engineering, Math & Social Sciences

LINDSAY SIMPSON

Professor, English (Ankeny)

GARY TITCHENER

Professor, Sociology (Ankeny)

AMANDA TOLLARI

Associate Professor, Nursing (Ankeny)

ERIC WOLLENSEN

Professor, Automotive Technology (Carroll)

NANCY WOODS

Professor, Math & Physics (Boone)

CHIEN-JUNG YU

Professor, Math & Engineering (Ankeny)

In-Coming Committee Members, 24|25 Academic Year

Faculty Representatives

DOMINIQUE DARLING
Adjunct Instructor, Education (Ankeny)

TRAVIS CARRICO
Professor, Mortuary Science (Ankeny)

AMY FERTIG
Professor, Veterinary Technology (Ankeny)

JILL FRIESTAD-TATE
Professor, Business Administration (West)

JULIE HARTZLER
Professor, Mathematics (Ankeny)

JOSH HEROLD
Counselor (Urban)

ERIC LANGNER
Associate Professor, Ford ASSET (Urban)

CARL LINDBERG
Professor, Theater (Ankeny)

CHRISTINA RIESSEN
Instructor, Horticulture (Ankeny)

MICHELLE RUSE
Professor, Computer Science (Urban)

BETHANY SWEENEY
Professor, English & History (Carroll)

AMANDA TOLLARI
Associate Professor, Nursing (Ankeny)

Administration Representatives

GRETCHEN PRICE
Director of Teaching & Learning, Chair

ANNE POWER
Executive Academic Dean, CTE

AMEE AUSTIN
Director of Organizational Training & Development

KYLE COLLINS
Associate VPAA

DREW NELSON
Executive Academic Dean, Liberal Arts & Sciences

TABLE OF CONTENTS

Preface.....	1
Quality Faculty Plan Bylaws.....	1
Procedures of the Quality Faculty Plan Committee.....	2
Committee Composition.....	2
Faculty Members.....	2
Administrative Staff Members.....	3
Committee Member Terms.....	4
Faculty Member Terms.....	4
Administrative Member Terms.....	4
Plan Maintenance Provisions.....	4
Organizational Roles and Responsibilities.....	5
Duties of the Committee Leadership.....	5
Quality Faculty Plan Subcommittees.....	6
Onboarding and Orientation Subcommittee.....	6
Professional Development Subcommittee.....	6
Credentialing and Compliance Subcommittee.....	6
Record Keeping.....	7
Faculty Status Definitions.....	7
Probationary Status.....	7
Full Status.....	7
Adjunct Status.....	8
Concurrent Enrollment Status.....	8
Faculty Competencies.....	8
Instructional Practice.....	8
Service to the College.....	9
Professional Engagement.....	9
Load Procedure Guidance as it Relates to the QFP.....	10
Procedures and Guidelines for Full-Time Faculty Professional Development.....	10

Orientation for New Full-Time Teaching Faculty.....	11
Ongoing Professional Growth and Development.....	12
Procedures and Guidelines for Online Full-Time Faculty Professional Development.....	12
Online Full-Time Faculty Orientation.....	12
Ongoing Professional Growth and Development for Online Full-Time Faculty.....	13
Professional Growth and Development Plan Guidelines and Requirements for Full-Time Faculty..	13
Professional Growth and Development Plan Activity Guidelines.....	14
Activities not eligible for inclusion in the Professional Growth and Development Plan.....	15
Required Professional Development Activities.....	15
Full-Time Faculty Professional Growth and Development Plan Timeline.....	16
Approved Activities for the Instructional Practices Category.....	17
Approved Activities for the Training Category.....	18
Approved Activities for the Professional Engagement Category.....	19
Procedures and Guidelines for Adjunct Faculty Professional Development.....	21
Orientation for New Adjuncts.....	21
Ongoing Professional Growth and Development for Adjuncts.....	22
Verification of Ongoing Professional Growth and Development.....	22
Procedures and Guidelines for Concurrent Enrollment Faculty Professional Development.....	22
Orientation for New Concurrent Enrollment Faculty.....	22
Ongoing Professional Growth and Development for Concurrent Enrollment Faculty.....	23
Verification of Ongoing Professional Growth and Development for Concurrent Enrollment Faculty.....	23
Consortium Arrangements.....	24
Compliance with Faculty Accreditation Standards.....	24
APPENDIX.....	25
SAMPLE GUIDANCE AND PLAN.....	25
SAMPLE GUIDANCE.....	25
CTE and Liberal Arts and Sciences Examples.....	26
SAMPLE PLAN.....	31

Preface

In 2002, prompted by the Iowa legislature, faculty and administrators at Des Moines Area Community College (DMACC) collaborated to create the initial Quality Faculty Plan (QFP). The legislature's directive was clear: local boards, not the State of Iowa, should oversee the quality of faculty in community colleges. Each of the fifteen community colleges, including DMACC, was tasked with developing a plan that met local needs while adhering to accreditation standards set by the Higher Learning Commission (HLC) and the Iowa State Department of Education.

By 2023, prompted by insights from the interim accreditation report by the HLC, the Quality Faculty Plan committee expanded its membership. This larger group was charged with thoroughly reviewing and updating the QFP, which had seen minimal changes since its inception in 2001.

Several sub-committees were formed to review each section of the plan. Over several months, they refined the content to better address faculty development needs and improve teaching and learning outcomes. The revised plan was designed to be flexible and responsive to emerging research and the evolving needs of DMACC. It also includes provisions for more frequent reviews to ensure its ongoing relevance.

The development of the Quality Faculty Plan at DMACC demonstrates a dedication to continuous improvement to meet the needs of faculty and students. By adhering to accreditation bodies and remaining attuned to emerging research, DMACC ensures its faculty are prepared to provide high-quality education. The updated QFP reflects the institution's commitment to excellence and its ongoing pursuit of academic rigor.

Quality Faculty Plan Bylaws

The Quality Faculty Plan Committee comprises faculty members and academic administrators dedicated to fostering academic excellence through the facilitation and distribution of professional learning opportunities, training, and resources. These initiatives are designed for the benefit of full-time faculty, counselors, librarians, adjunct faculty, and concurrent faculty, aligning closely with the strategic objectives of the college. By nurturing a culture of ongoing professional development, the committee actively reinforces DMACC's commitment to supporting the growth and proficiency of all its professionals.

The responsibilities of the Quality Faculty Plan Committee encompass, but are not limited to the following:

- Facilitating meaningful professional development opportunities tailored for administrators, faculty, librarians, and counselors.
- Ensuring compliance with State of Iowa requirements regarding the professional development of DMACC administrators, faculty, librarians, and counselors.

- Defining and refining appropriate professional competencies aligned with the roles of administrators, faculty, librarians, and counselors.
- Regularly assessing the committee's endeavors and making necessary adjustments to optimize support for the college. This includes establishing clear parameters for review processes and adaptability.
- Advocating for policies that foster professional growth among administrators, faculty, librarians, and counselors, while acknowledging and valuing the unique contributions and perspectives of individuals in these roles.
- Implementing a structured review process for Professional Growth and Development activities or equivalent initiatives, with detailed guidelines on evaluation criteria and feedback mechanisms.
- Establishing protocols for how Professional Growth and Development activities are proposed, evaluated, and integrated into ongoing professional development efforts, ensuring alignment with the college's strategic objectives.

Procedures of the Quality Faculty Plan Committee

The Quality Faculty Plan Committee's bylaws outline the framework and guiding principles governing the committee's activities. These bylaws serve as a foundational document that defines the committee's structure, responsibilities, decision-making processes, and protocols for ensuring effective support of professional development initiatives for administrators, faculty, librarians, and counselors at DMACC.

Committee Composition

The committee shall be composed of the following individuals.

Faculty Members

Per Iowa Code (260C.26), "faculty members shall be appointed by the certified employee organization if one exists and if not, by the college administration." Following this guidance, all faculty representatives on the DMACC Quality Faculty Plan Committee must be appointed or approved by the DMACC Higher Education Association (DMACC-HEA) within the following guidelines:

- Twelve (12) faculty members
 - Ten (10) members of the committee shall be full-time
 - One (1) member of the committee shall be adjunct faculty. This member will be compensated for their time on this committee per HR Policy.
 - One (1) member of the committee shall be either a librarian or a counselor.

- A minimum of 1 faculty member should represent the DMACC-HEA if willing to serve
- A minimum of 1 faculty member should represent DMACC College Council if willing to serve
- Equal balance between Career & Technical (CTE) faculty and Liberal Arts & Sciences faculty, as directed by Iowa Code (260C.36) which states, “equally representative of the arts and sciences faculty and the career and technical faculty.” Faculty representation should encompass a diverse range of campuses across the district.
 - 5 CTE from the following Pathways:
 - Agriculture, Animals, and Natural Resources
 - Building Trades and Transportation
 - Engineering and Manufacturing
 - Health Sciences and Fitness
 - Information Technology
 - 5 Liberal Arts & Sciences from the following Pathways:
 - Business
 - Design, Media, and the Arts
 - Education, Communication, and the Humanities
 - Math and Science
 - Public and Community Service

Administrative Staff Members

Per Iowa Code (260C.36), “administrators shall be appointed by the college administration.” Following this guidance, all administrative representatives on the DMACC Quality Faculty Plan Committee must be appointed by the Vice President of Academic Affairs (VPAA) within the following guidelines:

One representative from each group:

- Director of Teaching and Learning (Committee Chair)
- VPAA or designee
- CTE Executive Academic Dean or Associate Dean
- Liberal Arts & Sciences Executive Academic Dean or Associate Dean
- Executive Director of Human Resources or designee

Committee Member Terms

Faculty Member Terms

Faculty terms of service on the committee shall be three (3) years with the following provision.

- Beginning in the fall of 2024, terms shall be staggered (1-, 2-, and 3-year terms) by drawing lots. When a faculty member's term of service expires, the DMACC-HEA shall select, appoint, or approve a new member to the committee from the same area (CTE or Liberal Arts & Sciences) as the faculty member leaving the committee. A faculty member may succeed themselves on the committee if approved by the DMACC-HEA.
- Upon a faculty member's term expiration, the Quality Faculty Plan Chair contacts the DMACC-HEA President to request faculty replacements or make recommendations for faculty to serve additional terms, as directed by Iowa Code (260C.36) which states, "The faculty members shall be appointed by the certified employee organization if one exists and if not, by the college administration."

Administrative Member Terms

Administrative staff members, except Executive Academic Deans or Associate Deans, serve by virtue of their position and shall remain members of the QFP committee as long as they remain in their position.

- Each Executive Academic Dean or Associate Dean shall serve a three-year term.
- When an Executive Academic Dean or Associate Dean's term expires, the VPAA shall appoint a new designee to the committee.
- An Executive Academic Dean or Associate Dean may succeed him/herself on the committee if approved by the VPAA.

Plan Maintenance Provisions

- Meetings of the committee will be held as needed with a minimum of two meetings per academic year.
- The QFP Committee shall reach consensus on a draft prior to submitting it to the VPAA and DMACC Board of Trustees. If consensus cannot be reached, a simple majority vote will suffice.
- The QFP Committee shall submit proposed plan modifications to the VPAA who will review the plan and forward it to the DMACC Board of Trustees for consideration and approval during a regularly scheduled meeting.
- Upon approval by the DMACC Board of Trustees, the plan will be submitted to the Iowa Department of Education annually.

Organizational Roles and Responsibilities

The Quality Faculty Plan Committee shall be led by a Chair, Vice-Chair, and Secretary.

- The Chair shall be the Director of Teaching and Learning.
- The DMACC Quality Faculty Plan Committee shall elect a Vice-Chair and Secretary.
 - The Vice-Chair shall be a full-time faculty member appointed by a majority vote of the full committee.

The Vice-Chair appointment should align with the state's requirements for serving on the state's Community College Faculty Advisory Committee. Thus, the Vice-Chair shall also serve as the DMACC's representative on the Iowa Department of Education's Community College Faculty Advisory Committee. The Vice-Chair shall designate an alternate from the QFP committee.
 - The Secretary shall be appointed for a one-year term by a majority vote of the full committee. The Secretary can be either a full-time faculty member or administrator.

Duties of the Committee Leadership

- Duties of the QFP Committee Chair:
 - scheduling and presiding over QFP committee's meetings
 - maintaining QFP minutes, membership, and other records
 - posting the QFP minutes and records for public access once approved by the QFP committee
 - informing DMACC faculty of updates to the QFP and other relevant information
 - working with the faculty development committees in providing professional development opportunities for faculty
- Duties of the QFP Committee Vice-Chair:
 - presiding over QFP meetings when the Chair cannot be present
 - representing DMACC on the state's Community College Faculty Advisory Committee
 - assisting the QFP Chair as needed
- Duties of the Secretary:
 - recording QFP committee minutes
 - forwarding the minutes to the QFP chair

Quality Faculty Plan Subcommittees

To carry out the responsibilities of the Quality Faculty Plan Committee (QFPC), three subcommittees have been formed. Subcommittee members are appointed on an annual basis by the Quality Faculty Plan Committee. Each subcommittee must include, but is not limited to: the Chair of the QFPC, one faculty member, and one member of administration. These subcommittees and their respective responsibilities are as follows:

Onboarding and Orientation Subcommittee

The Onboarding and Orientation of New Faculty Members Subcommittee, under the direction of the QFPC, is tasked with the following responsibilities:

- Gather feedback and recommend revisions to the QFPC regarding onboarding and orientation programming for new full-time faculty annually during their probationary period.
- Gather feedback and recommend revisions to the QFPC regarding onboarding and orientation programming for new adjunct faculty.
- Consult with Executive Academic Deans and Supervisors regarding onboarding and orientation needs for their department or discipline and make recommendations to the QFPC.

Professional Development Subcommittee

The Professional Development Subcommittee, under the direction of the QFPC, is tasked with the following responsibilities:

- Evaluate and take action on new requests for Professional Growth and Development activities.
- Monitor and revise the approved Professional Growth and Development activities as needed.
- Support the Director of Teaching and Learning in the documentation of Professional Growth and Development in the LMS.

Credentialing and Compliance Subcommittee

The Credentialing and Compliance Subcommittee, under the direction of the QFPC, is tasked with the following responsibilities:

- Reviewing the DMACC Quality Faculty Plan and proposing revisions to the QFPC for consideration.
- Addressing inquiries from the QFPC and the college community regarding the interpretation of the DMACC Quality Faculty Plan.

- Monitoring and advising the QFPC on matters concerning compliance with the DMACC Quality Faculty Plan.
- Reviewing and updating the DMACC Quality Faculty Plan sections pertaining to faculty competencies.
- Offering input to the College regarding the faculty evaluation process.

Record Keeping

In compliance with Iowa Administrative Code 260C.36, the subsequent policies and procedures concerning record-keeping must be met.

This office of the Director of Teaching and Learning or their designee shall maintain DMACC's Quality Faculty Plan to guarantee inclusion and adherence to the following Iowa Administrative Code Provisions:

- Establishing procedures for accurate record-keeping and documentation to monitor the plan effectively.
- Implementing consortium arrangements where appropriate, cost-effective, and mutually beneficial.
- Defining specific activities to ensure faculty achieve and demonstrate instructional competencies and subject or technical knowledge.
- Developing procedures for the collection and maintenance of records demonstrating each faculty member's attainment or progress towards minimal competencies.
- Ensuring compliance with the faculty accreditation standards of the North Central Association of Colleges and Schools and specific program requirements as defined by other accrediting agencies offered by the community college.

Faculty Status Definitions

Probationary Status

[HR3215 \(Probationary Period\)](#) defines faculty probationary status as a three-year duration commencing from the hire date. Faculty members at DMACC encompass instructors, counselors, and librarians. Faculty who have effectively completed a prior probationary period with another accredited Iowa college shall serve only a one-year probationary period.

Full Status

[HR427 \(Faculty Qualifications and Role\)](#) defines faculty as individuals with continuing contracts who deliver instruction at the College. Faculty members at DMACC encompass instructors,

counselors, and librarians. Successful completion of the probationary period is a prerequisite for full-time faculty status.

Adjunct Status

[HR3112 \(Adjunct, Temporary, and Student Employment Restrictions\)](#) defines an adjunct instructor as a part-time faculty member whose employment is contingent upon the institution's need for services. Adjunct employees are engaged on a semester-by-semester basis and are subject to limitations on their workload. Specifically, adjunct instructors may not exceed a load of more than 8 Equivalent Credit Hours (ECHs) during both the Fall and Spring terms of an academic year. Their total workload across Summer, Fall, and Spring terms is capped at a maximum of 30 ECHs.

Concurrent Enrollment Status

Non-contracted faculty employed by and teaching in area high schools. Concurrent faculty teach DMACC classes to high school students who receive both high school and DMACC credits.

Faculty Competencies

Ongoing professional learning and development is essential for faculty members at DMACC, as it plays a pivotal role in their growth and effectiveness. By actively engaging in professional development opportunities, scholarly pursuits, and collaborative initiatives, faculty members stay current on evolving educational practices and technologies. This approach ensures that they can adapt to the diverse needs of students and contribute meaningfully to the academic community.

Instructional Practice

Instructional practice serves as the foundation for effective teaching and student learning. In this category, faculty focus on pedagogy to create learning environments that empower students to succeed academically and beyond the classroom.

- Design learning opportunities through which students engage field knowledge and methodologies
- Design learning opportunities that support the development of skills and attitudes transferable to other courses, programs, and professional fields
- Implement varied instructional strategies that appeal to students' diverse needs, knowledge, and experiences
- Engage students in independent and collaborative learning activities that enable the construction of knowledge and its practical application
- Provide students with timely, meaningful feedback on their learning and measure achievement of learning outcomes

- Integrate technology to increase access and optimize the student learning experience
- Create and maintain a learning environment that welcomes students of all backgrounds and abilities
- Create activities and materials that are accessible by and relevant to DMACC's diverse student body

Service to the College

Service to the college emphasizes a commitment to the mission and vision of DMACC. In this category, faculty serve to support students, colleagues, and leadership within the college.

- Participate actively in departmental and college committees, commissions, and initiatives
- Engage collaboratively in the college-wide effort to build a shared vision and supportive culture
- Contribute to the knowledge, skills, and abilities of colleagues to advance professional practice
- Collaborate with students to promote career development and long-term achievement
- Connect students' strengths, interests, and needs to college networks of support
- Meet the expectations of the profession, including codes of ethics and relevant college policies and procedures

Professional Engagement

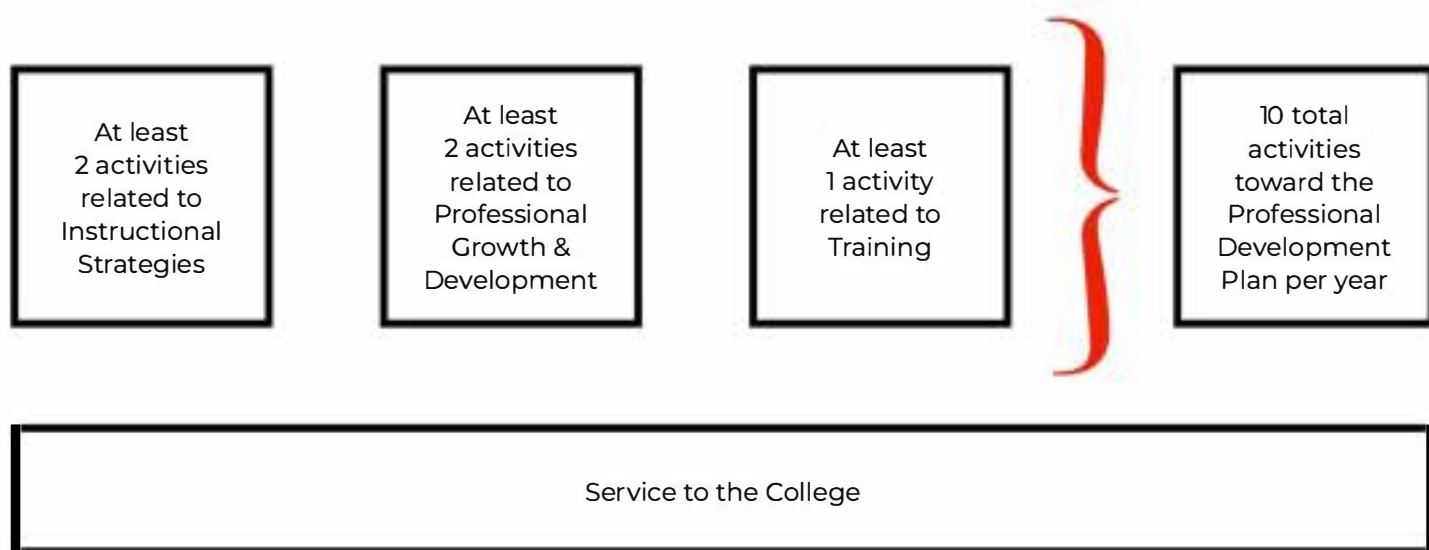
Professional engagement cultivates a culture of ongoing learning and a commitment to evolving disciplinary knowledge. In this category, faculty pursue professional development, scholarly pursuits, and collaborative initiatives that enhance the mission and vision of DMACC both within and outside of the college.

- Engage in professional opportunities to learn, contribute to, and apply new developments in content and pedagogy
- Build institutional, program, and personal connections to the wider civic and professional community
- Draw on professional knowledge and experience to help students navigate the expectations of their future fields
- Establish professional goals and pursue opportunities to achieve them

Load Procedure Guidance as it Relates to the QFP

The College has established guidelines regarding the time faculty members should dedicate to activities outlined in the Quality Faculty Plan (QFP). [As per the Load Procedure](#), faculty are expected to allocate five (5) hours per week to engage in activities associated with the Faculty Competencies detailed in the QFP. Some of these tasks are integrated into the daily responsibilities of faculty members, while others serve as avenues for continuous professional development.

The Quality Faculty Plan has four categories for professional growth and development guided by the Faculty Competencies: Instructional Strategies, Training, Professional Growth and Development, and Service to the College. Each full-time instructor will distribute 10 non-instructional “activities” (formerly known as Teaching Improvement Units or TIUs) in these categories annually: two in Instructional Practices, two in Professional Growth and Development and one in Training. The five remaining activities can be distributed across the three categories in consultation with the faculty member’s supervisor. The activities in Service to the College (formerly known as Institution Building) are designated for traditional non-instructional activities for the college (committees, club advising, etc.).



Procedures and Guidelines for Full-Time Faculty Professional Development

Following Iowa Code 260C.36, community colleges are mandated to establish systemic, ongoing, and sustainable professional development opportunities for all full-time faculty. These initiatives are designed to bolster institutional and individual growth, reinforcing the Quality Faculty Plan.

DMACC believes in the importance of continuous professional learning for our faculty, which involves acquiring knowledge, skills, and attitudes relevant to their work. We recognize that there

are many avenues available for continuous learning and improvement including formal and informal opportunities to engage with new ideas and practices. While these opportunities are numerous and varied, they possess the following features:

- **Content Focus**
Emphasizing professional learning activities centered on subject matter content and effective pedagogical approaches for teaching that content to students.
- **Active Learning**
Providing opportunities for faculty to participate actively in learning experiences that encourage hands-on engagement and application of new knowledge and skills.
- **Coherence**
Ensuring alignment between professional development activities, overarching institutional and state goals, and established disciplinary knowledge within faculty members' areas of expertise.
- **Duration**
Recognizing that meaningful intellectual and pedagogical changes require sustained investment, professional development activities are structured to span sufficient time intervals and encompass a recommended minimum of 20 hours per year.
- **Collective Participation**
Encouraging collaborative engagement in professional learning activities among faculty members, both within disciplinary contexts and within peer communities, fostering an interactive and supportive learning environment.

Orientation for New Full-Time Teaching Faculty

New full-time faculty are required to complete a comprehensive orientation program to ensure they are equipped with the necessary resources, support, and understanding of our institution's policies and procedures.

This orientation comprises four primary components:

- A course that includes a series of modules introducing new full-time instructors to faculty and student support services, as well as the policies and procedures.
- Attendance at a comprehensive orientation hosted jointly by Human Resources and the Center for Teaching and Learning. This orientation encompasses an introduction to the college as well as other essential topics pertinent to their role and responsibilities.
- Completion of the required DMACC Instructor Training module related to the College' LMS. This training must be completed prior to the first day of the semester.
- Completion of mandatory training as determined by the College.

- New full-time faculty are required to complete a New Faculty Institute designed for their role at the college (e.g.: faculty instructor, librarian, or counselor) during their first three years of employment with DMACC as implemented by the Center for Teaching and Learning or their designee.

Ongoing Professional Growth and Development

At DMACC, we are dedicated to fostering a culture of continuous growth and development among our faculty members. As part of this commitment, faculty are encouraged to actively engage in ongoing professional development activities tailored to their individual needs and career aspirations.

To facilitate this process, each faculty member will be tasked with crafting a personalized Professional Growth and Development Plan aligned with their goals and suggested areas for improvement, integrated into their three-year evaluation cycle. This ensures that professional growth remains a priority throughout their tenure at the college.

Procedures and Guidelines for Online Full-Time Faculty Professional Development

DMACC believes in the importance of quality online education and continuous professional learning for our instructors. This involves acquiring knowledge and skills relevant to online instruction. All new full-time and adjunct faculty must complete an online orientation to teach any course using DMACC's Learning Management System (LMS). Additionally, full-time faculty who wish to teach a course with a Banner designation of "Online" (i.e., Online, Real Time Virtual, WebBlend: Face to Face & Online, WebBlend: Virtual & Online) must complete Ongoing Professional Growth and Development each academic year.

Online Full-Time Faculty Orientation

Prior to or during their first semester teaching an Online-designated course at DMACC, full-time faculty are required to complete the following professional development to ensure they are equipped with the necessary resources, support, and understanding to teach in an online environment using the college's LMS:

- Completion of a required DMACC workshop, seminar, or training introducing online instructors to best practices in online instruction and the basic virtual tools used by faculty and students across the college.

This requirement must be completed within the faculty member's first semester teaching an Online-designated course. Failure to complete this mandatory training within the stipulated time frame may result in the faculty member being ineligible to teach online in subsequent semesters until the requirement is met.

Ongoing Professional Growth and Development for Online Full-Time Faculty

DMACC recognizes the importance of continuous professional development for full-time faculty teaching in an online environment to maintain high-quality teaching standards. To ensure ongoing growth and engagement, faculty designated in Banner as teaching a course with an Online component are required to complete one of the following activities within the academic year they are teaching a Banner designated course:

- A workshop, seminar, or training addressing best practices in online teaching (pedagogy), including but not limited to: facilitating learning, creating assignments and assessments, designing effective group work, etc.
- A workshop, seminar, or training addressing media and tools commonly used in the online classroom
- A workshop, seminar, or training addressing best practices of course design for online teaching
- A workshop, seminar, or training addressing digital accessibility practices

Failure to complete mandatory training within the stipulated time frame may result in the faculty member being ineligible to teach online in subsequent semesters until the requirement is met.

Required coursework is developed by the Executive Dean of Distance Learning or their designee.

Professional Growth and Development Plan Guidelines and Requirements for Full-Time Faculty

DMACC is dedicated to fostering excellence in teaching through structured professional development. This section outlines key policies and guidelines to support faculty members in their ongoing professional growth and development.

- **Mandatory Participation**
All faculty members are required to actively engage in professional development (PD) activities throughout their tenure at the institution.
- **Unit Accrual**
Faculty members must accumulate a minimum of 10 activities each academic calendar year for a total of 30 activities in a 3-year term. These activities must be distributed across three competency areas: Instructional Practice, Training, and Professional Engagement.¹
- **Goal-Setting and Planning for Professional Growth and Development**

¹ Activities related to Service to the College (formerly, Institution Building) are not considered part of the Professional Growth and Development Plan and are documented separately in the LMS.

Each faculty member will complete an individualized Professional Growth and Development Plan (starting the semester following their evaluation). This plan should outline specific goals and objectives for their professional growth. This plan will be continuously updated and refined to reflect evolving needs and aspirations. The plan will be shared with their supervisor during their evaluation.

- **Three-Year Term**

The Professional Growth and Development Plan will span a three-year term, aligned with the faculty member's evaluation cycle. During this 3-year period, faculty members are expected to accrue a total of 30 activities (10 activities per academic year).

- **Plan Review and Approval**

Each faculty member will submit their Professional Growth and Development Plan to their supervisor for review and approval annually. This approval will be based on the guidelines outlined in the Quality Faculty Plan, ensuring alignment with institutional priorities and objectives and the Faculty Competencies. At the end of their 3-year term, both the supervisor and faculty member will review and sign the plan. The faculty member will then submit the signed plan in the designated location on the College's LMS for final review and approval by the Director of Teaching and Learning. The approved plan will be submitted no later than the last day of the faculty contract in either the fall or spring semester (December or May, respectively) in the year of their evaluation.

Additionally, faculty members may utilize their Professional Growth and Development Plan as a reference during conversations with their supervisor during evaluation meetings, facilitating discussions on progress, goals, and areas for further development.

As described in [HR427](#) and [HR3207](#) policies, faculty have learning obligations that are specified in the QFP. This is a DMACC requirement, therefore, faculty who fail to meet the requirements for orientation and continuing professional learning may result in discipline, up to and including termination.

A sample of the Professional Growth and Development Plan can be found in the appendix.

Professional Growth and Development Plan Activity Guidelines

Engagement in professional development not only strengthens teaching effectiveness and contributes to institutional goals but also empowers faculty members to advance their careers and stay abreast of emerging trends and best practices in higher education. To this end, emphasizing that activities included in the Professional Growth Development Plan are not tied to hours of participation is essential, underscoring the significance of professional growth and learning outcomes over mere attendance. This approach ensures that faculty members are encouraged to pursue meaningful and impactful professional development experiences that align with their individual interests and professional goals.

In the following sections, the QFP Committee provides guidance on activities eligible for inclusion in the Professional Growth Development Plan, as well as those inherent to faculty duties that do not qualify for inclusion in the plan.

Activities not eligible for inclusion in the Professional Growth and Development Plan

The QFP Committee recognizes that some professional learning can and should be implicit. By implicit learning, the QFP Committee means “informal” or “incidental” learning that occurs during the normal course of an instructor’s role as a faculty member. While these implicit learning opportunities are important for professional growth and development, they are not considered eligible as they are embedded in teaching duties and conversations throughout the contract year.

This includes such activities as:

- Faculty, campus, or pathway meetings
- Revising course competencies or assessments for courses you teach
- Reviewing content and materials to enhance course offerings
- Conversations with students regarding academic and career paths
- Tutoring students
- Participating in Faculty Development Day or In-Service Day
- Completing mandatory or required training as designated by the college (e.g., Mandatory Reporter, Blood Borne Pathogens, etc.).

Some mandatory training *required to teach in a discipline* is eligible for inclusion in the Professional Growth and Development Plan. Faculty should discuss these specific instances with their supervisor. If mandatory training required in a discipline is approved by the supervisor, it falls into the Professional Growth and Engagement category.

Required Professional Development Activities

To maintain a well-rounded approach to professional growth, *faculty members are expected to accumulate 10 activities per academic calendar year, totaling 30 activities over three years*. Two activities must be included each year in the Instructional Practice and Professional Growth and Engagement categories, and one activity in the Training category. The remaining 5 activities can be distributed across the three categories at the faculty member’s discretion.

Activities do not “rollover” from year to year or from term to term. Faculty must accrue 10 activities per academic calendar year, totaling 30 activities over three years.

- **Instructional Practice** (at least 2 of the total activities required per year)
Activities focused on improving pedagogical techniques, assessment strategies, and student engagement.

- **Training** (at least 1 of the total activities required per year)
Activities aimed at enhancing institutional effectiveness, fostering a positive learning environment, and contributing to college-wide initiatives.
- **Professional Growth and Engagement** (at least 2 of the total activities required per year)
Activities designed to promote professional growth, networking, and staying abreast of current trends and research in the field.

Questions about and final approval of activities in the above categories should be directed to the following individuals:

- **Instructional Practice**
The Director for Teaching and Learning is responsible for review and approval of activities associated with this competency.
- **Training**
The faculty member's supervisor is responsible for review and approval of activities associated with this competency.
- **Professional Growth and Engagement**
The faculty member's supervisor is responsible for review and approval of activities associated with this competency.

Full-Time Faculty Professional Growth and Development Plan Timeline

Faculty are required to complete a Professional Growth and Development Plan the first semester following their 3-year evaluation and annually thereafter. It is advisable for faculty to include professional growth activities related to feedback received during their evaluation into this plan. The objective of the plan is to align intentional professional development activities with faculty goals and identified areas for improvement. While the plan should undergo annual updates, review, and submission of the plan is conducted during the semester of the faculty member's evaluation (once every 3 years).

Year 1 (following evaluation)

- Faculty are encouraged to review feedback provided during their evaluation and set a minimum of three goals that correspond to the Faculty Competency areas: Instructional Practice, Training, and Professional Engagement.
- Each goal should be aligned with relevant professional development activities outlined in the plan.
- The plan should be submitted in the designated location in the College's LMS for review and feedback by their supervisor. The faculty member and their supervisor are responsible for establishing suitable goals and professional development activities.

- Faculty must complete 10 activities in Year 1 following the guidelines outlined in the QFP.
- At the end of the contract year, faculty should review, update, and include evidence (as needed) for activities completed in their plan.

Year 2

- Faculty must complete 10 activities in Year 2 following the guidelines outlined in the QFP.
- Faculty must review, update, and include evidence (as needed) for activities completed in their plan during Year 1 and make any necessary changes to their plan for Year 2. The plan should be submitted in the designated location in the College's LMS for review and feedback by their supervisor. The Faculty member and their supervisor are responsible for establishing suitable goals and professional development activities.

Year 3

- Faculty must complete 10 activities in Year 3 following the guidelines outlined in the QFP.
- To prepare for their upcoming evaluation, faculty should review and revise their Professional Growth and Development Plan, incorporating any professional development activities completed during their 3-year term. They should also gather any necessary documentation required by their supervisor to serve as supporting evidence of these completed activities (as needed).
- During the evaluation meeting, faculty will submit their finalized Professional Growth and Development Plan for review and approval. Supervisors will assess the Plan and provide constructive feedback. Both the faculty member and supervisor must sign the completed and approved plan.
- Upon receiving approval, faculty are required to submit the signed plan to the designated location in the college's Learning Management System (LMS) for final review and approval. This final review is to ensure that the document is completed in full and signed by both the faculty member and their supervisor.

Approved Activities for the Instructional Practices Category

All activities undertaken in the instructional practices category must directly relate to pedagogy and contribute to the enhancement of teaching effectiveness and student learning outcomes.

Pedagogy is defined as the combination of teaching methods (what instructors do), learning activities (what instructors ask their students to do), and learning assessments (the assignments, projects, or tasks that measure student learning).

Questions regarding approved activities in this competency should be directed to the Director of Teaching and Learning.

For activities that address both disciplinary content and pedagogy, faculty must pick **one** competency category and cannot use the activity in both areas. If faculty select the Instructional Practices category, it is recommended they seek guidance from the Director of Teaching and Learning.

As previously stated in the QFP, to ensure ongoing growth and engagement, faculty designated in Banner as teaching a course with an Online component are required to complete **one** activity as designated by the Online Learning Department (see the College's LMS for further details of eligible activities).

As described in the QFP, activities are not tied to hours of participation. Each activity below is counted as one (1) unit.

Approved activities in this category include:

- Workshops, Seminars, Colloquiums, and Learning Communities hosted by DMACC's Center for Teaching and Learning or Online Learning
- Conferences hosted by national or state organizations
- Workshops or seminars hosted by organizations, companies, publishers, independent agencies, or consultants
- College, graduate, or continuing education coursework related to pedagogy taken for credit
- Professional reading related to pedagogy:
 - Professional reading of a book or textbook. A citation should be included as evidence in the Professional Growth and Development Plan.
 - Professional reading of at least five (5) articles from a scholarly journal. Citations for each article should be included as evidence in the Professional Growth Development Plan.
- Professional publication related to pedagogy published in a professional journal or professional newsletter. A citation and/or link to the publication should be included as evidence in the Professional Growth Development Plan.
- Presentation related to pedagogy at an organizational, local, state, or national conference. Documentation and description of your presentation should be included as evidence in the Professional Growth and Development Plan.

Approved Activities for the Training Category

All activities undertaken in the Training category must directly contribute to enhancing institutional effectiveness, fostering a positive learning environment, and contributing to college-wide initiatives.

Questions regarding approved activities in this competency should be directed to your Executive Academic Dean and/or supervisor.

As described in the QFP, activities are not tied to hours of participation. Each activity below is counted as one (1) unit.

Activities in the Training category include, but are not limited to the following topics. Topics not included here should be discussed with the faculty member's supervisor prior to inclusion in the Professional Growth and Development Plan:

- Productivity related tools (e.g., Microsoft Office Suite, Adobe Suite, Teams, Zoom, etc.)
- Design thinking or innovation related topics
- Leadership development related topics
- Mental health related topics
- Equity and inclusion related topics
- DMACC library book clubs or College One Read

Approved activities in this category include:

- Workshops, Seminars, Colloquiums, and Learning Communities hosted by DMACC's Center for Teaching and Learning related to topics other than pedagogy.
- Workshops or seminars hosted by organizations, companies, publishers, independent agencies, or consultants related to topics listed above
- Professional reading related to topics such as:
 - Professional reading of a book or textbook. A citation should be included as evidence in the Professional Growth Development Plan.
 - Professional reading of at least five (5) articles from a scholarly journal. Citations for each article should be included as evidence in the Professional Growth Development Plan.

Approved Activities for the Professional Engagement Category

All activities undertaken in the Professional Engagement category must directly contribute to the enrichment of professional growth, networking, and staying abreast of current trends and research in the field, thereby fostering a dynamic and innovative academic environment.

Questions regarding approved activities in this competency should be directed to your Executive Academic Dean and/or supervisor.

For activities that address both disciplinary content and pedagogy, faculty must pick **one** competency category and cannot use the activity in both areas.

As described in the QFP, activities are not tied to hours of participation. Each activity below is counted as one (1) unit.

Approved activities in this category include:

- Conferences hosted by national or state organizations
- Workshops or seminars hosted by organizations, companies, publishers, independent agencies, or consultants
- College, graduate, or continuing education coursework related to discipline area taken for credit
- Professional reading related to discipline area
 - Professional reading of a book or textbook. A citation should be included as evidence in the Professional Growth Development Plan
 - Professional reading of at least five (5) articles in a scholarly journal. Citations for each article should be included as evidence in the Professional Growth Development Plan
- Professional publication within a disciplinary field published in a professional journal or professional newsletter. A citation and/or link for the publication should be included as evidence in the Professional Growth and Development Plan
- Publication of a manuscript, book, textbook, text/book chapter within a disciplinary field. A citation and/or link for the publication should be included as evidence in the Professional Growth and Development Plan
- Authoring of a course or lab manual for student use that accompanies a course textbook
- Presentation related to discipline at an organizational, local, state, or national conference. Documentation and description of your presentation should be included as evidence in the Professional Growth and Development Plan
- Licensure or certification renewal courses, workshops, seminars, or trainings
- Occupational training or work experience that have been approved by HR as a Staff Development Unit (SDU) or approved by a supervisor.

Procedures and Guidelines for Adjunct Faculty Professional Development

DMACC values our adjunct faculty members for their indispensable contributions to our educational community. Adjuncts bring unique expertise, perspectives, and dedication to our classrooms, enriching the learning experiences of our students. We also appreciate the flexibility inherent in the adjunct role, which benefits both the college and the individual. This flexibility enables adjuncts to contribute their expertise while accommodating their professional and personal commitments outside of academia, as well as accommodating the varying scheduling needs of our students.

Orientation for New Adjuncts

New adjuncts are required to complete a comprehensive orientation program to ensure they are equipped with the necessary resources, support, and understanding of our institution's policies and procedures.

This orientation comprises three primary components:

- An asynchronous course that includes a series of modules introducing new adjuncts to faculty and student support services, as well as the policies and procedures guiding our community.
- Attendance at a 1-hour virtual Q&A session aligned to the asynchronous course within the first three weeks of their contract start date.
- Completion of the required DMACC Instructor Training module related to the College' LMS. This training must be completed prior to the first day of the semester.
- Completion of mandatory training as determined by Human Resources and/or institution or state policies.

Failure to complete mandatory training and/or attend orientation within the stipulated time frame may result in the adjunct faculty member being ineligible to teach in subsequent semesters until the requirement is met.

Concurrent faculty that are also hired as an adjunct faculty member are not exempt from the orientation and must complete the orientation components.

Orientation may be waived for Adjunct instructors who meet one of the following criteria:

- Previously employed by DMACC as an Adjunct Instructor for at least four consecutive semesters, excluding summer sessions.
- Formerly employed by DMACC as a full-time instructor within the last three years.

Ongoing Professional Growth and Development for Adjuncts

DMACC recognizes the importance of continuous professional development for adjunct faculty to maintain high-quality teaching standards and contribute effectively to our educational community. To ensure ongoing growth and engagement, adjunct faculty are required to complete one of the following activities:

- Working directly in their disciplinary field of study at least 20 hours per week. Verification can include but is not limited to a pay stub or a letter confirming employment.
- Participation in a discipline-specific conference, seminar, workshop, or training hosted by a national, state, or professional organization. Verification must include an agenda indicating the date and time of the event, the content covered, and verification of attendance.

The Center for Teaching and Learning offers various opportunities for professional development throughout the academic year and adjuncts are eligible to participate.

Verification of Ongoing Professional Growth and Development

All adjunct faculty are required to verify their ongoing professional growth and development once during odd-numbered calendar years. Adjunct faculty are required to submit verification following the above criteria no later than 4 weeks after the beginning of the semester. Verification will be hosted via the college's Learning Management System.

Verification will be reviewed and approved by the adjunct's Associate Dean or their designee. Failure to comply within the stipulated time frame may result in the adjunct faculty member being ineligible to teach in current and subsequent semesters until the requirement is met.

Procedures and Guidelines for Concurrent Enrollment Faculty Professional Development

In addition to obtaining HLC accreditation, DMACC's Career Advantage concurrent enrollment program must also be accredited by "The National Alliance for Concurrent Enrollment Partnerships" (NACEP, www.nacep.org), as mandated by the Iowa Department of Education. According to NACEP Faculty Standard (F3) and Iowa Statute 281 22.4, faculty involved in the Career Advantage concurrent enrollment program are obligated to engage in annual professional development pertinent to their teaching discipline.

Orientation for New Concurrent Enrollment Faculty

New concurrent enrollment faculty are required to complete a comprehensive orientation program to ensure they are equipped with the necessary resources, support, and understanding of our institution's policies and procedures.

This orientation comprises two primary components:

- Attend a 30-minute virtual orientation hosted by Career Advantage to discuss topics including, but not limited to: course competencies and syllabi, National Alliance for Concurrent Enrollment Partnerships (NACEP) requirements, registration of students, and utilization of DMACC's Student Information System (Banner).
- Attend a 30-minute virtual orientation facilitated by DMACC Faculty Liaison staff to review topics including, but not limited to: course-specifics, approved textbook(s) and materials, grading scales, assessment methods, district-wide assessment practices, and required activities.

Failure to attend orientation within the stipulated time frame may result in the concurrent enrollment faculty member being ineligible to teach in subsequent semesters until the requirement is met.

Ongoing Professional Growth and Development for Concurrent Enrollment Faculty

DMACC recognizes the importance of continuous professional development for concurrent enrollment faculty to maintain high-quality teaching standards and contribute effectively to our educational community. These policies and practices are aligned with NACEP requirements. To ensure ongoing growth and engagement, concurrent enrollment faculty are required to complete one of the following activities:

- Participation in DMACC Concurrent Enrollment Faculty Workshop. Concurrent enrollment faculty will be paid the hourly rate indicated in [HR Policy 3430](#) for their participation in this workshop.
- Participation in a college-level, discipline-specific conference, seminar, workshop, or training hosted by a national, state, or professional organization. Verification must include an agenda indicating the date and time of the event, the content covered, and verification of attendance.

Attendance at professional development events is required. If conflicts do not allow attendance and a pattern of absence is noted, the concurrent enrollment instructor will be asked to meet with the Director of Career Advantage to discuss and make a plan going forward. Failure to comply could result in decertification.

Verification of Ongoing Professional Growth and Development for Concurrent Enrollment Faculty

Following NACEP guidelines, all concurrent enrollment faculty are required to certify their ongoing professional growth and development annually. Adjunct faculty are required to submit verification following the above criteria no later than 4 weeks after the beginning of the academic year for the previous year's activities.

Verification will be hosted via the college's Learning Management System.

Verification will be reviewed and approved by the NACEP Coordinator or their designee. Failure to comply within the stipulated time frame may result in the concurrent enrollment faculty member being ineligible to teach in subsequent semesters until the requirement is met.

If instructors are unable or unwilling to show that they meet the expectations after having the opportunity to improve, high school administrators will be contacted and instructors will be dismissed from their duties and not considered for future concurrent enrollment opportunities.

Consortium Arrangements

DMACC historically partners with Area Education Agencies, Regents institutions and four-year colleges to provide faculty development opportunities. Establishing consortium arrangements will continue where appropriate, cost-effective, and mutually beneficial.

Compliance with Faculty Accreditation Standards

DMACC will comply with the faculty accreditation standards of the Higher Learning Commission (HLC) and standards required under specific programs DMACC offers that are accredited by other agencies.

APPENDIX

SAMPLE GUIDANCE AND PLAN

Faculty will submit their Professional Growth and Development Plan via the College's LMS. Below are **samples** of what the plan may look like (subject to revisions depending on the formatting and submission within the LMS).

SAMPLE GUIDANCE

What does the Load Procedure look like in practice?

According to the Load Procedure, faculty are required to allocate 5 hours per week towards activities that correspond to the Faculty Competencies. This typically involves participating in professional development activities aligned with the three designated "buckets," as well as engaging in Service to the College related tasks. Since professional development activities are not strictly measured by hours, faculty might be uncertain about how to document their involvement. The following examples, which include both general and discipline-specific instances for Liberal Arts & Sciences or CTE, are provided to offer guidance. However, it's important to note that these examples are not exhaustive and should be adapted based on individual circumstances. As outlined in the QFP, faculty members are encouraged to collaborate with their supervisors to identify the specific activities they will undertake in a given year, both within the three buckets and those contributing to Service to the College.

Faculty example

Typically, though not universally, professional development activities span between 1 and 8 hours. Consequently, one activity is expected to correspond to a duration within this range. It's important to acknowledge that exceptions exist, where an activity might extend beyond 8 hours. In such cases, faculty members should collaborate with their supervisor to establish appropriate methods for documenting and accounting for the extended time commitment.

Considering that faculty must complete 10 activities annually, it's unlikely for all these activities to extend for 8 hours each. A more realistic scenario involves a total allocation falling somewhere between the durations observed at the "low end" and "high end" of the spectrum.

Per the Load Procedure, faculty with 9-month contracts would be expected to spend 150 hrs towards professional development AND Service to the College annually. Faculty with full 12-month contracts would be expected to spend 200 hrs towards professional development AND Service to the College annually. Faculty with partial summer contracts would have their required hours prorated accordingly.

In the generic example provided below, two scenarios are outlined: one featuring activities at the "low end," each lasting approximately 1 hour, and another at the "high end," with activities spanning approximately 8 hours each. The total calculations are for a 9-mth faculty member.

GENERIC EXAMPLE	Low End	High End
Instructional Practices		
Activity 1	1 hr.	8 hrs.
Activity 2	1 hr.	8 hrs.
Training		
Activity 3	1 hr.	8 hrs.
Professional Engagement (Content)		
Activity 4	1 hr.	8 hrs.
Activity 5	1 hr.	8 hrs.
Activity 6	1 hr.	8 hrs.
Activity 7	1 hr.	8 hrs.
Activity 8	1 hr.	8 hrs.
Activity 9	1 hr.	8 hrs.
Activity 10	1 hr.	8 hrs.
Total Activity Time - Yr. 1	10 hrs.	80 hrs.
Service to the College		
Variety of activities	140 hrs.	70 Hrs.
TOTAL	150 hrs.	150 hrs.

CTE and Liberal Arts and Sciences Examples

In the examples provided on the following pages, previously submitted TIUs are cited to illustrate how the former TIU system aligns with the new activities system. These examples serve solely as reference points. Each faculty member should assess their professional learning objectives and collaborate with their supervisor to select activities that adhere to the guidelines provided in the QFP. Furthermore, the hours mentioned in these examples are for reference purposes only. Tracking hours of participation is not a component of the new activity system.

ENGLISH	Activity	Evidence	Time (including time is optional and is listed here as a crosswalk example between the old TIU system and the new system)
Instructional Practices			
Activity 1	Funds of Knowledge with Cia Versecheldon	Canvas transcript	1.5 hrs.
Activity 2	Teaching & Learning Iowa History Conference	Conference agenda	4 hrs.
Activity 3	The Power of Feedback	Canvas transcript	2 hrs.
Activity 4	Unlock the Power of Gamified Learning	Webinar description provided by company and slidedeck	1.25 hrs.
Training			
Activity 5	Faculty Professional Growth TEAM Course	Webinar description provided by company and slidedeck	15 hrs.
Professional Engagement (Content)			
Activity 6	Professional Reading (5 articles)	Citations	3 hrs.
Activity 7	Annual Conference of the Iowa Communication Association	Conference agenda	7.5 hrs.
Activity 8	MESH Conference	Conference agenda	5 hrs.
Activity 9	Modern Language Association Annual Conference	Conference agenda	16 hrs.
Activity 10	TYCA/CCCC Annual Meeting	Meeting agenda	20 hrs.
Total Activity Time - Yr. 1			75.25
Service to the College			
Variety of activities			74.75 hrs.
TOTAL			150 hrs.

MATH	Activity	Evidence	Time (including time is optional and is listed here as a crosswalk example between the old TIU system and the new system)
Instructional Practices			
Activity 1	Corequisite IMATYC Summit	Conference agenda	1.5 hrs.
Activity 2	Ungrading as a Path to Meaningful STEM Learning	Webinar description provided by company and slidedeck	1.5 hrs.
Activity 3	Using Kaltura to Create Videos for Your Students	Canvas Transcript	1 hr.
Activity 4	Improving Student Engagement	Webinar description provided by company and slidedeck	1 hr.
Training			
Activity 5	Time Management	Webinar description provided by company and slidedeck	1 hr.
Activity 6	Race, Racism, and White Privilege in US Higher Education	Webinar description provided by company and slidedeck	1 hr.
Professional Engagement (Content)			
Activity 7	2023 AMATYC Conference	Conference agenda	14.5
Activity 8	Wiley Knewton Alta Online System	Webinar description provided by company and slidedeck	16 hrs.
Activity 9	Statistics Webinar	Webinar description provided by company and slidedeck	6 hrs.
Activity 10	2023 LSMRCE Annual Conference	Conference agenda	5 hrs.
Total Activity Time - Yr. 1			48.5
Service to the College			
Variety of activities			101.5 hrs.
TOTAL			150 hrs.

NURSING	Activity	Evidence	Time (including time is optional and is listed here as a crosswalk example between the old TIU system and the new system)
Instructional Practices			
Activity 1	NurseTim: Preparing for the Next Generation of NCLEX	Continuing Ed Certificate	1 hr.
Activity 2	NurseTim: Test Item Writing the Easy Way	Continuing Ed Certificate	1 hr.
Training			
Activity 3	NurseTim: Leadership Success: Ten Tips for Academic Leaders	Continuing Ed Certificate	1 hr.
Professional Engagement (Content)			
Activity 4	Safe Sleep for Infants: Update on SUIDS/SIDs and Safe Sleep Practices (UnityPoint)	Continuing Ed Certificate	1 hr.
Activity 5	Professional Reading (1 book)	Citation	3 hrs.
Activity 6	HIPAA Overview Course Completion	Continuing Ed Certificate	20 mins.
Activity 7	Hazard Communication: Right to Understand (GHS)	Continuing Ed Certificate	46 mins.
Activity 8	63rd Annual Pediatric Spring Conference	Conference Agenda	14 hrs.
Activity 9	INACSL Conference	Conference Agenda	14.25 hrs.
Activity 10	Basic Life Support Training	Continuing Ed Certificate	2 hrs.
Total Activity Time - Yr. 1			37.91
Service to the College			
Variety of activities			112.09 hrs.
TOTAL			150 hrs.

WELDING	Activity	Evidence	Time (including time is optional and is listed here as a crosswalk example between the old TIU system and the new system)
Instructional Practices			
Activity 1	Welding Educators Workshop	Continuing Ed Certificate	34 hrs.
Activity 2	Facilitating Discussions	Canvas Transcript	2 hrs.
Activity 3	Canvas Tips and Tricks	Canvas Transcript	1 hr.
Activity 4	End of Term & Gradebook	Canvas Transcript	1 hr.
Training			
Activity 5	Suicide Prevention on Campus	Webinar description provided by company and slidedeck	1 hr.
Professional Engagement (Content)			
Activity 6	Welding Safety/Health SENSE [®]	Continuing Ed Certificate	15 hrs.
Activity 7	Welding Performance Qualification	Continuing Ed Certificate	16 hrs.
Activity 8	Aluminum Welding	Continuing Ed Certificate	4 hrs.
Activity 9	Fundamentals of Visual Inspection	Continuing Ed Certificate	14 hrs.
Activity 10	Certified Resistance Welding	Continuing Ed Certificate	16 hrs.
Total Activity Time - Yr. 1			104
Service to the College			
Variety of activities			46 hrs.
TOTAL			150 hrs.

SAMPLE PLAN

This document establishes a plan for growing professionally as a faculty member and content expert as required by the Quality Faculty Plan. Faculty are encouraged to review the Quality Faculty Plan for further guidelines and procedures related to professional development at DMACC.

Name			
Pathway			
Discipline			
Date of last evaluation			
Date of next evaluation			
Plan submission deadline	December of	or	May of

To maintain a well-rounded approach to professional growth, *faculty members are expected to accumulate 10 activities per academic calendar year, totaling 30 activities over three years*. Five of the 10 units must be distributed across the three categories aligned to the Faculty Competencies: Instructional Practices, Training, and Professional Engagement. The remaining 5 units can be distributed across the three categories at the faculty member's discretion.

Only activities that have been pre-approved by the Quality Faculty Plan Committee may be entered into this Plan. If a faculty member wishes to include an activity not listed, they must follow the procedures outlined in the Quality Faculty Plan to seek pre-approval. Inclusion of activities not listed will **not** be approved during submission.

Faculty must complete each section of the Plan with the following details:

- Identification of the category for each activity (use drop-down menu)
- Description of professional development activity (write out description in full, do not use acronyms)
- Description of evidence of participation. Faculty do not need to submit evidence unless requested by their supervisor, their Executive Academic Dean, or the Director of Teaching and Learning. It is recommended that faculty maintain personal records of their participation.
- For each category, faculty must list activities in the grayed-out boxes. These grayed-out boxes indicate the minimum required number of activities over the 3-year term. Faculty must complete 10 activities per academic year for a total of 30 activities over 3 years. This means there should be at least 30 activities listed in the Plan upon its completion.

INSTRUCTIONAL PRACTICE

Activities focused on improving pedagogical techniques, curriculum development, assessment strategies, and student engagement.

Questions regarding what “counts” in this category should be directed to the Director of Teaching and Learning.

Professional growth and development goal for this category:

[illegible]

TRAINING

Activities aimed at enhancing institutional effectiveness, fostering a positive learning environment, and contributing to college-wide initiatives.

Questions regarding what “counts” in this competency should be directed to your Executive Academic Dean and/or supervisor.

Professional growth and development goal for this competency:

[illegible]

PROFESSIONAL ENGAGEMENT

Activities designed to promote professional growth, networking, and staying abreast of current trends and research in the field.

Questions regarding what “counts” in this competency should be directed to your Executive Academic Dean and/or supervisor.

Professional growth and development goal for this competency:

[illegible]

PLAN SUMMARY

Complete the following sections in the final semester prior to your evaluation.

Review your professional goal for the **Instructional Practice** category. Reflect on your progress and briefly summarize your learning and/or engagement with this competency below.

Review your professional goal for the **Training** category. Reflect on your progress and briefly summarize your learning and/or engagement with this competency below.

Review your professional goal for the **Professional Engagement** competencies. Reflect on your progress and briefly summarize your learning and/or engagement with this competency below.

Faculty are required to complete at least 30 TIU activities during their 3-year term. Indicate your participation below:

Competency	Total Units Completed
Instructional Practice	
Training	
Professional Engagement	
Total (this number should equal <i>at least</i> 30 units)	

Upon completion, submit a signed copy of this plan to your supervisor for review.

Supervisors will review this plan as outlined in the Quality Faculty Plan. If approved, supervisors should sign this plan and return it to the faculty member.

It is the responsibility of the faculty member to submit a signed copy of this plan to the college's Learning Management System for final review and approval.

Faculty Member Signature:	Date:
Supervisor Signature:	Date:

AGENDA ITEM

A RESOLUTION APPROVING THE FORM AND CONTENT AND EXECUTION AND DELIVERY OF A WORKFORCE TRAINING AND ECONOMIC DEVELOPMENT TRAINING CONTRACT UNDER CHAPTER 260C, CODE OF IOWA, FOR iJAG (IOWA JOBS FOR AMERICA'S GRADUATES) PROJECT #4

BACKGROUND

Chapter 260C.18A, Code of Iowa, provides for retraining programs for businesses currently conducting retooling of a production facility and training programs for small businesses which meet other criteria established by the State of Iowa. Workforce Training and Economic Development Funds for projects are obtained from the State of Iowa through the Iowa Department of Education. The company identified below has met state criteria and DMACC is prepared to enter into an agreement to provide retraining or training as follows:

Company Name/Address:	iJAG 1111 9 th St Suite 268 Des Moines, IA 50314
Product/Service:	This company provides education and support services for high school students.
Type of Project:	Retraining project for existing work force
Nature of Project:	The project will provide for: leadership training
Training Period:	June 5, 2024 – June 4, 2025
Average Wage Rate:	\$ 29.75
Number of Jobs Affected:	24
First Year of Operation:	1999
Available Training Funds:	\$ 25,000
Form of Training Funds:	Forgivable Loan

RECOMMENDATION

The proposed Resolution, Contract and Budget are on file with the Board Secretary and available for inspection. It is recommended that the Board adopt the Resolution approving the form and content and execution and delivery of the Contract for this project.

AGENDA ITEM

A RESOLUTION APPROVING THE FORM AND CONTENT AND EXECUTION AND DELIVERY OF A WORKFORCE TRAINING AND ECONOMIC DEVELOPMENT TRAINING CONTRACT UNDER **CHAPTER 260C**, CODE OF IOWA, FOR **STORY CONSTRUCTION CO. PROJECT #5**

BACKGROUND

Chapter 260C.18A, Code of Iowa, provides for retraining programs for businesses currently conducting retooling of a production facility and training programs for small businesses which meet other criteria established by the State of Iowa. Workforce Training and Economic Development Funds for projects are obtained from the State of Iowa through the Iowa Department of Education. The company identified below has met state criteria and DMACC is prepared to enter into an agreement to provide retraining or training as follows:

Company Name/Address:	Story Construction, Co. 2810 Wakefield Circle Ames, IA 50010
Product/Service:	Construction
Type of Project:	Retraining project for existing work force
Nature of Project:	The project will provide for: leadership training
Training Period:	May 1, 2024 – April 30, 2025
Average Wage Rate:	\$ 35.28
Number of Jobs Affected:	10
First Year of Operation:	1934
Available Training Funds:	\$ 20,000
Form of Training Funds:	Forgivable Loan

RECOMMENDATION

The proposed Resolution, Contract and Budget are on file with the Board Secretary and available for inspection. It is recommended that the Board adopt the Resolution approving the form and content and execution and delivery of the Contract for this project.

AGENDA ITEM

Urban Campus Student Life Building & Building 1 Renovation

BACKGROUND

At the March 11, 2019 Board of Directors Meeting, the Board approved a contract with Graphite Construction Group (formerly dba Rochon Corporation) for the Urban Campus Student Life Building & Building 1 Renovation. This project is substantially complete.

DMACC withheld 5% of the amount due to Graphite Construction to ensure the final completion of the project. If the punch list items are completed, payments will be made 30 days after approval.

The Board is required to authorize any of the release of the final 5% due which is currently being held in the amount of \$940,448.00.

RECOMMENDATION

It is recommended that the Board approve a partial release for payment in the amount of \$49,248.00, which is a portion of the final 5% retainage, to Graphite Construction Group.

Robert J. Denson, President