

January 21, 2016

Dr. David Riggs
Inver Hills Community College
2500 80th Street East
Inver Grove Heights MN 55076

Dear David,

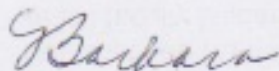
As you may remember, I retired from my position as Inver Hills' Vice President of Student Affairs in 2012. I have only visited the campus a couple of times since then, which has been a source of great disappointment for me. My absence in no way reflects a diminished interest or concern about the college. I've been able to stay in touch with numerous colleagues from Student Affairs, many of whom no longer work at IHCC, and several who still work at the college. Unfortunately, I haven't had much contact with faculty members since retiring. However, I have many, many positive memories of faculty's teaching expertise, commitment to students and willingness to collaborate on new ways to help students succeed.

I have read your recent communication and each of the attachments. I recognize the multiple perspectives and complexity of each issue that is addressed in these documents. Because I'm no longer connected to the college, I'll resist the temptation to share my personal opinions on specific issues.

But what I do want to communicate is a sincere appreciation for the evidence-based manner in which faculty leadership has collected and assembled these materials. In addition to numerous objective records, you've included several heartfelt letters expressing individual employee reactions. The letter from my trusted and talented colleague, Tadael Emiru, clearly states the adverse impact of the sudden departure of a large number of Student Affairs employees, including respected people of color. Tadael and I share a belief in the importance of carefully hiring a diverse cadre of employees, then mentoring and supporting them as they grow professionally and develop a longterm commitment to the college.

David, I also want to compliment you on your compelling essay (document N) regarding trust in organizations. Well stated! I firmly believe that an environment of trust and open, ongoing communication is critical for student success (at the very least, to model for them what they should expect and strive for in their own work settings). And finally, your comments in the context of Martin Luther King's teachings (document P) were very moving for me. I had just listened to Dr. King's letters and his Dream speech before reading your words. Thank you for reminding me--and others--of the importance of applying history's lessons to the situations we encounter in our own lives and workplaces.

With gratitude for your commitment to Inver Hills,



Barbara K. Read, Ed. D.